**Election, Legal News**
*The work of desperate men*
*p. 4*

**Freight News**
*ANR-Transcon deal is off*
*p. 7*

**Pension News**
*Memphis adopts resolution*
*p. 8*

**Grocery News**
*Seattle-Tacoma contract*
*p. 11*

TEAMSTER CONVOY DISPATCH

® 109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

April 1990 #95

# 'Pay Attention To Your Pension'

**March 3 Rally, IBT Headquarters—see page 8**

**1990 National Master UPS Agreement**

# Most Key Contract Since 1st Master Freight

When Jimmy Hoffa signed the first National Master Freight Agreement in 1964, he extended the concept of the area agreement, which had been developed by Teamsters 30 years earlier, nationally. For Hoffa, it was a personal vision wrought to life, a great feat on which to further build his power as General President and the power of our union. For hundreds of thousands of rank and file Teamsters, it meant the beginning of relative parity in wages and conditions throughout the United States, from the low-wage South to the Industrial Belt.

Master agreements would later be negotiated in other jurisdictions, including at United Parcel Service—and that agreement has come of age, covering 140,000 Teamsters. Just as the NMFA and freight Teamsters have provided the backbone on which the gains in other Teamster jurisdictions have been fleshed out during the past 26 years, the National Master UPS Agreement has matured, and UPS Teamsters are in a position to return the favor.

On March 6, our union negotiating committee and UPS management sat down to exchange proposals on what will be the most important Teamster contract since that first, historic NMFA. The 1990 UPS agreement itself has great historic potential. Bargaining patterns and pensions for hundreds of thousands of Teamsters, and elections for a vital new Teamster leadership are all at stake.

### Set Bargaining Trend for '90s

The labor movement is tired of stepping backward and Teamsters are no exception. During the 1980s, UPS emerged as a multinational corporation with net U.S. profits after taxes of more than $5 billion for the decade. It is the richest Teamster employer and the sixth-largest privately held corporation in the United States.

During this same period our union leadership negotiated concessionary contracts that gave UPS a long wish list, including a multi-tier wage scale, increased productivity, a rapidly growing part-time workforce, and an economic package that lost considerable ground to inflation. The 1980s are dead. Teamsters are moving forward in the 1990s, and UPS Teamsters have the tools to show the way by organizing for a fair contract.

UPSers already made some history in 1987 when they showed they were ready to reject a bad national agreement, by 53%. But the old "two-thirds rule" was still alive back then. Now UPSers have the distinction of being the first Teamsters in a master agreement to enter negotiations with Majority Rule on their side from day one of bargaining. Back in 1988, carhaulers rejected a so-called "final offer" from the employers by 72% under the two-thirds rule. That vote sent negotiators back to the table for almost two months and by the time the next "final offer" was put to a vote, Majority Rule had been won and was in effect. We are no longer negotiating with one arm tied behind our backs.

### Right to Vote Affects Negotiations

UPS management and our current International leaders are in a quandary. UPS would like to sniff us out to see just what it will take to buy 50% plus one vote on this contract, but it's afraid that won't be good enough given the changing politics in our union. We have the Right to Vote for our International officers in 1991, and the impact of democracy is already affecting negotiations.

In the *International Teamster,* President William McCarthy staked his word on delivering a good contract. But he and the current International leadership need a huge mandate from the membership to even stand a chance of winning any credit. Their efforts are being inspired by some honest competition that's looking over their shoulders, Ron Carey of New York Local 804, and a real election on the horizon. Neither the IBT General Executive Board nor the UPS board of directors is happy about having to face this fact.

The rank and file solidarity from other jurisdictions that's building around the UPS negotiations is setting the stage for the all-important elections for IBT Convention delegates. Nominations for delegate elections begin in some locals as soon as September 1990. Delegate elections continue, as Master Freight negotiations begin, through March 1991. Those delegates, hundreds of whom will be rank and file Teamsters, will nominate our new International

*continued on page 11*

**Teamsters for a Democratic Union**
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

*This paper is paid for distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.*

# UNION SOLIDARITY

## Boycott the Dog, Support Greyhound Strikers

*Editor's Note: Greyhound Lines CEO Fred Currey is out to bust the Amalgamated Transit Union and its 9,300 members at Greyhound. Curry is proud of his $50 million strike-breaking fund. Yet he claims he cannot afford the modest demands of his workers, who have taken wage cuts of more than 25% since 1983. Curry is hungry for more givebacks: wage increases tied to ridership and productivity; unlimited ability to subcontract routes non-union; work rule changes, and the gutting of seniority and arbitration rights. Teamsters are joining ATU brothers and sisters at picket lines and rallies. A Minneapolis Teamster looks at recent developments in the labor movement to suggest an approach that could win at Greyhound, and in other strikes.*

Greyhound pickets in Detroit.

**Gillian Furst**
**Local 1145, Honeywell**
**Minneapolis**

Recent, highly publicized strikes across the United States underscore the crisis facing the labor movement. Companies are hiring scabs, replacing striking workers and getting away with it. Some strikes are being broken. At R.C. Cola in St. Paul, scabs have been crossing the picket line in a Teamsters strike for the last year. There should be mass picketing to shut the operation down.

Unions in this country—including our Teamsters union—should return to the strategy of the 1930s that built the labor movement into a large and powerful force. We must conduct mass picketing to stop the scabs from going to work. It's that simple. But it is absolutely necessary. The Greyhound walkout is the latest example of a situation that requires this kind of militant picketing.

The *New York Times* reported March 7, "Labor specialists say moves by Greyhound Lines to replace its striking union drivers with newly hired personnel have demonstrated again that employers believe they can take the upper hand in labor disputes by threatening strikers with losing their jobs.

" 'What this signals generally is the collapse of traditional labor relations,' said Peter Cappelli, management professor at ... the University of Pennsylvania. 'Hiring permanent replacements means a labor strike is now a fight to the death, rather than a periodic test of wills.' "

Unions should begin mobilizing aggressively to shut down operations that are on strike and not allow scabs to pass. We have a right to defend our jobs. Using the full resources of the labor movement, thousands of workers could be brought into the streets in every city where companies threaten to break strikes with scabs. Unemployed workers should be encouraged to join the picketing.

The argument will be raised that a company will get a judge to issue an injunction that will limit the number of pickets. The most famous strike in the history of the Teamsters occurred in 1934 in Minneapolis where mass militant picketing stopped the scab trucks from operating. The strike was victorious. It played a crucial role in developing the Teamsters into a national force and it helped make Minneapolis a union town. One of the strike's leaders, Harry DeBoer, said, "During the 1934 strike, we papered the wall with injunctions."

As the *New York Times* reported, employers have taken off their gloves and are on a deliberate, all-out assault to bust unions that go out on strike. We must defend ourselves, defend our rights, and defend our unions, which embody those rights.

### *In Memorium*

*Teamsters lost a budding young leader and crusader for strong unionism with the untimely death March 7 of Rodger Whitehead, 38. Last December, Rodger was elected principal officer of San Diego Local 481 along with his entire reform slate.*

*Local 481 held a memorial service March 18 attended by members, officers and friends, to grieve and to speak of Rodger's dedication and energy. The officers of Local 481 plan to carry on with Rodger's plans and have selected Rich Nageotte as secretary-treasurer.*

*All of us in TDU mourn the passing of our friend and partner in the struggle for a democratic and strong Teamsters union. We will continue to build the TDU movement in the spirit of solidarity and generosity that motivated Rodger Whitehead.*

### Index


Investigator's Charges.....p.3
Election, Legal News.....p.4
History of TDU.....p.5
Freight News ..... pp.6-7
Pension News ..... pp.8-9
UPS News.....p.10
Grocery News.....p.11
Local Contract, Bylaws ..p.12
Carhaul News.....p.13
Grievance Panels.....p.14
Letters.....p.15


### How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

**National Office:** P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

**Washington Office:** 2000 P St., N.W., Suite 700, Washington, D.C., 20036. (202) 785-3707.

**N.Y./N.J. Office:** YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

**Western Organizer:** Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

Copyright © 1990 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, *TDU Convoy Dispatch*, must be cited.


### TDU International Steering Committee

*Co-Chairs:*
**Pete Camarata**, Detroit Local 299
**Dan Campbell**, Saginaw, Mich. Local 486
**Diana Kilmury**, Vancouver, B.C., Local 155
**Michael Savwoir**, Kansas City, Mo., Local 41

*Organizer:*
**Ken Paff**, Detroit

*Trustees:*
**Sarah Bequette**, St. Louis Local 600 spouse
**John Braxton**, Philadelphia Local 623
**J. Anthony Smith**, Washington, D.C., Local 639

*Members:*
**Scott Askey**, Barstow, Calif., Local 63
**Sam Fenn**, Los Angeles Local 63
**Jackie Jenkins**, Memphis, Tenn., Local 891
**Connie McArthur**, Seattle Local 174
**J. B. McCallister**, Denver Local 961
**Michael Ruscigno**, New York Local 138
**Don Stone**, Detroit Local 283

*Alternates:*
**Dana Beougher**, Tampa Local 79
**Gillian Furst**, Minneapolis Local 1145
**Rick Clark**, Boston Local 25


### Who We Are

*CONVOY DISPATCH* is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1989 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

### Rank & File Bill of Rights

**I. DEMOCRATIC BY-LAWS.** All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

**II. DIRECT ELECTION OF OFFICERS.** General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

**III. A FAIR GRIEVANCE PROCEDURE.** Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

**IV. PRESERVATION OF WORKING CONDITIONS.** The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

**V. SAFETY AND HEALTH.** We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

**VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK.** Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

**VII. A DECENT PENSION.** Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

**VIII. JUST SALARIES FOR OFFICERS.** A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

**IX. EQUALITY AMONG TEAMSTERS.** Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

**X. END TO DISCRIMINATION.** Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

# CHARGES FILED BY INVESTIGATIONS OFFICER

*Following is a summary of charges filed by court-appointed Investigations Officer Charles Carberry as of March 15, 1990, against various Teamster officials and business agents. There are ongoing investigations involving scores of other officials, some of which are expected to lead to charges. The TDU national office in Detroit has on file all charges summarized here.*

**WILLIAM BERNARD**
**Local 164, Jackson, Mich.**
- Conduct to bring reproach upon the IBT.
- Disruption of 1983 TDU Convention and assault of a police officer in the process.

*A hearing was held on the charges before Administrator Frederick Lacey on March 5-6 in Detroit and a verdict is expected soon.*

**EDWARD BRERETON**
**Local 443, New Haven, Conn.; J.C. 64**
- Failure to perform duties as a union officer and embezzling union funds.
- Failure to perform duties as an officer to investigate and take action regarding breach of fiduciary duties by officers of Local 443: "...endorsed, participated in and abetted schemes to defraud the membership of Local 443 of its funds and property."
- Vincent "Chickie" Pisano was convicted in May of 1987 of embezzling $11,000 from Local 443 Health and Insurance Plan, embezzlement of $38,000 from Local 443 and other Teamster health and insurance plans, and racketeering. Brereton supported Pisano's moves to stay in office, and later granted Pisano and his family members approximately $126,000 (including a $40,000 Cadillac) in severance payments and property transfers following Pisano's conviction.
- Filing false LM-2 forms concealing payments and property granted Pisano following his conviction.

**THEODORE R. COZZA**
**Local 211, Pittsburgh; Eastern Conference; International VP**
- Knowingly associating with members of La Cosa Nostra from at least Jan. 1, 1970 to the present.

**JAMES VINCENT COZZO**
**Local 786, Chicago**
- Being a member of and knowingly associating with members of La Cosa Nostra while employed by Local 786.

**WILLIAM CUTOLO**
**Local 861, New York City**
- Being a member of and knowingly associating with members of La Cosa Nostra while an officer of Local 861.

**HAROLD FRIEDMAN**
**Local 507, Cleveland; J.C. 41; Ohio Conference; International VP; Bakery Workers Local 19**
- Conviction for embezzling funds from Bakery Workers Local 19 in 1981.
- Conviction for pattern of racketeering from 1978 through 1981.
- Conviction for filing false LM-2 form for Bakery Workers Local 19 in 1982.
- Knowingly associating with associates of La Cosa Nostra from at least Jan. 1, 1979 to the present.

*Friedman has now been removed from all Teamster union offices; his move to stay in office pending further appeal was denied by Judge Edelstein. Edelstein also ordered that "no money" go to Friedman (see page 6).*

**JOSEPH GLIMCO SR.**
**Local 777, Chicago**
- Conviction in 1969 for receiving illegal labor payments from employers.
- Being a member of La Cosa Nostra while an officer of Local 777.

**VINCENT GUGLIARO**
**Local 617, Jersey City, N.J.**
- Being a member of and knowingly associating with members of La Cosa Nostra while an officer of Local 617.

**DENNIS HANDS**
**Local 164, Jackson, Mich.**
- Conduct to bring reproach upon the IBT.
- Disruption of the 1983 TDU Convention and assault of a police officer in the process.

*A hearing was held on the charges before Administrator Lacey on March 5-6 in Detroit. Hands reportedly did not show for the hearing. A verdict is expected soon.*

**ANTHONY HUGHES**
**Local 507, Cleveland; J.C. 41; International Rep; Bakery Workers Local 19**
- Conviction for embezzling funds from Bakery Workers Local 19 in 1981.
- Conviction for pattern of racketeering from 1978 to 1981.

*Hughes has now been removed from all Teamster union offices. His attempt to stay in office pending further appeal was denied by Judge Edelstein. Edelstein also ordered that "no money" go to Hughes (see page 6).*

**EDWARD KANTZLER**
**Retired, Local 247, Detroit; Central Conference**
- Conduct to bring reproach upon the IBT.
- Disruption of 1983 TDU Convention and assault of a police officer in the process.

**EDWARD J. MARTINEZ**
**Local 808, Woodside, N.Y.**
- Embezzlement and conversion of union funds: by attempting to obtain excess severance pay for John S. Mahoney Jr. from Local 808, and by causing payment of $9,000 in legal defense fees by Local 808 for Mahoney, in a matter that resulted in his criminal conviction.

**CHARLES L. "CHUCKIE" O'BRIEN**
**International Rep, Southern Conference**
- Conviction in 1976 for unlawfully accepting an automobile from an employer.
- Conviction in 1978 for false statement on a loan application to a federally insured bank.
- Knowingly associating with members of La Cosa Nostra from at least Jan. 1, 1974 to the present.

**JOSEPH PECORA**
**Local 863, Newark, N.J.; J.C. 73**
- Being a member of and knowingly associating with members of La Cosa Nostra while an officer of Local 863 and Joint Council 73.

**JOSEPH PECORA SR.**
**Local 863, Newark, N.J.**
- Being a member of and knowingly associating with members of La Cosa Nostra while an officer of Local 863.

**JOSEPH M. "JOEY" ROBERTO**
**Local 191, Bridgeport, Conn.**
- Conviction in 1987 for embezzling $1,500 from the Local 191 Health Services and Insurance Plan, and failure to keep accurate plan records.
- Embezzling and converting to own use and use of others union funds in the guise of severance payments and other improper benefits for officials who embezzled money from the plan, including Anthony G. Rosetti.
- Filing false LM-2 reports for Local 191 in 1987 and 1988, which were designed to defraud by failing to properly show allowances paid to officers.

**CIRINO "CHARLES" SALERNO**
**Local 272, New York City**
- Knowingly associating with members of La Cosa Nostra.
- Conviction in 1979 for accepting $1,000 from an employer whose employees were represented by Local 272, of which Salerno was an officer.

**MARIO J. SALVATORE**
**Local 191, Bridgeport, Conn.**
- Conviction in 1987 for embezzling $5,000 from the Local 191 Health Services and Insurance Plan, and failure to keep accurate plan records.
- Embezzling and converting to own use and use of others union funds in the guise of severance payments and other improper benefits for officials who embezzled money from the plan, including Anthony G. Rosetti.

**DOMINIC SENESE**
**Local 703, Chicago**
- Belonging to and knowingly associating with members of La Cosa Nostra.

**JOSEPH TALERICO**
**Local 727, Chicago**
- Conviction for criminal contempt for refusing to answer questions before a federal grand jury investigating the skimming of funds from a Las Vegas casino.
- Knowingly associating with members of La Cosa Nostra from at least Jan. 1, 1981 to the present.

**GEORGE VITALE**
**Local 283, Detroit; J.C. 43; International VP**
- Embezzling approximately $10,116 from Local 283 by converting to own use FICA contributions paid by Local 283 in 1987, '88 and '89, while aware the FICA taxes were at the same time being paid in full by the IBT.
- Attempting to embezzle property from Local 283 by authorizing the local to purchase a new Lincoln Town Car for personal use at a cost of some $25,000. "It was only after this planned conversion of union assets was publicly exposed (by TDUer Don Stone, who defeated Vitale in an October 1989 election) that you stated you 'will not take delivery at this time.' "
- Conviction confirmed on appeal in 1974 for embezzlement of $1,200 from Local 283.
- Pleaded guilty in 1966 of accepting money from an employer while recording secretary of Local 283.
- "Aiding and assisting Francis Richard Fitzsimmons, an officer of Local 299, International Organizer and Trustee of the Michigan Conference of Teamsters Welfare Fund, to unlawfully solicit money from Alan Dorfman, an officer of a service provider to the Fund and a known associate ... of a member of the Chicago family of La Cosa Nostra, to assist Fitzsimmons to pay his legal fees in a then-pending criminal action" (illegal receipt of labor payments).
- "To further your pattern and practice of using your positions at Local 283 corruptly and for your personal benefit, you have actively discouraged members' participation in the affairs of the union and deliberately sought to keep them ignorant of the duties and actions of the executive board of Local 283, and otherwise sought to keep hidden union information of which the membership should have been informed ..."
- Engaging in conduct that interfered with and was disruptive of Local 283's legal obligations, and filing false and misleading LM-2 reports for 1987.

**LOCAL 191**
**Bridgeport, Conn.**
- "... the officers of Local 191 have, since at least June 1986, failed to rectify the results of, and have participated in, schemes to defraud the membership of Local 191 of its funds and property." While thousands of dollars were embezzled from Teamster health and insurance plans by officers of the local, officers of Local 191 "participated in a scheme to improperly funnel union monies under the guise of severance and other improper benefits to the officials who embezzled monies from the Plan."
- Filing false and misleading LM-2 reports.

*The investigations officer has demanded trusteeship over the local.*

**LOCAL 443**
**New Haven, Conn.**
- "... the Local's executive board endorsed, participated in and abetted schemes to defraud the membership of Local 443 of its funds and property." The officers failed to investigate embezzlement of union funds by Vincent Pisano, failed to discipline officers and failed to seek recovery of union funds.
- Filing false LM-2 reports.

*The investigations officer has demanded trusteeship over the local.*

**LOCAL 507**
**Cleveland**
- The executive board failed to investigate the activities of Harold Friedman and Anthony Hughes (see above) and instead "conducted a scheme to funnel hundreds of thousands of dollars of union money to Friedman and Hughes, directly or indirectly, in the form of specially constructed severance and other improper benefits to Friedman and Hughes."

**Statement by TDU International Steering Committee**

## TDU Demands Hearings Be Public

*Open and public trials are a signature of fairness and justice and recognized as such around the world. Conversely, secret and closed trials raise suspicions and cast doubts on the process.*

*Accordingly, TDU calls upon Judge Frederick Lacey, the Administrator who is hearing charges against Teamster officials brought by the Investigations Officer, to open those hearings to Teamster members.*

*At present, only those charged, their attorneys and their advocates may attend, in addition to any specific witnesses called by either side. This closes out members, who have a great stake in the outcome of a trial, in the process as a whole, and in the future of our union.*

*The RICO consent decree has opened up a new day for our union, with the provision of free and fair elections on a one-member, one-vote system. The spirit of this document is that the members themselves will clean up problems in our union, without government intrusion, if given the chance. In this spirit, the members should be allowed to attend any and all hearings held where charges are heard against officials of our union.*

*We call upon Judge Lacey to open the doors of justice. And we call upon Teamster members to get involved in our union, to live up to our part of the bargain.*

# ELECTION RULES, LEGAL NEWS

# Election Rules and Desperate Men

In the rules hearings before Election Officer Michael Holland, TDU representatives have argued for stricter rules to protect against stolen elections. At the same time TDU members and organizers have spread across the country to some of the biggest crowds

***One thing we can control — which can overcome a stacked deck, uncover corruption and involve the discouraged—is a groundswell of our own rank and file activity.***

ever urging rank and file involvement to transform and save our union. Recent events demonstrate the importance of both of these activities.

In the recent rerun "election" of International Vice President George Vitale in Detroit Local 283, it appears clear that numerous election irregularities were conducted. We will push to keep Vitale from profiting by his desperate attempt to continue plundering the members' money.

The election of Don Stone and his slate in October against a stacked deck was a tremendous political victory. But there is no doubt that the main objective of our top union leadership is to batter into the brains of the rank and file that no matter what the members do, the crooks will hold onto their millionaire salaries and multiple pensions.

In Georgia Local 728 it has taken more than two years to get a supervised rerun election in the home local of International Secretary-Treasurer Weldon Mathis. The massive fraud that lead to that supervised rerun election would not have been uncovered without the vigorous efforts of many rank and file observers.

In New Orleans Local 270, newly appointed International Vice President Mitchel Ledet declared all but one of his opponents ineligible by using the illegal 50% meeting-attendance rule. He then transferred some opponents out of the local because their work was moved 60 miles up the road to Baton Rouge. This will be a surprise to captive UPS members of Ledet's Local 270 who work in Shreveport, which is a couple hundred miles away. The U.S. Department of Labor has just filed suit to overturn the election.

In New York Thruway Local 72, Ace Firestone lost a rerun after Vinnie Trerotola illegally retained office after his defeat in the first election, thanks to his dad, International VP Joe Trerotola. Vinnie T, using the machine of the union, spread ridiculous charges that members would lose their benefits and more, if he were defeated.

So we have the news that many of the most powerful officials in our union cannot win elections without cheating and will do anything to hold onto power. This story focuses on the negatives, but there are important lessons to learn quickly from this.

TDU is calling on Election Officer Holland to conduct the strictest possible supervision of delegate and International elections.

Most important, even against stacked decks and with inadequate supervision, the delegate and International officer elections next year offer us the one opportunity to make our union into the strong representative of the members that we need.

We can push for more effective government and law-enforcement intervention. We can press our case before the public through the media. But we can't control these or other outside factors. One thing we can control—which can overcome a stacked deck, uncover corruption and involve the discouraged—is a groundswell of our own rank and file activity.

However it fits into our lives—selling a few tickets, distributing a few leaflets, attending a meeting or talking on the CB—the little bit of activity that each of us chooses is what will make the transformation of our union possible. Think of how you'd like to plug in. For a start, get the news and support TDU by filling out the membership form on the back page.

## TDUers Testify on Election Rules

Dozens of TDU members presented testimony to Election Officer Michael Holland at public hearings held in March on the proposed election rules. When finally set, the rules will govern elections in 1990 and 1991 for all IBT Convention delegates and the first-ever membership vote for top International officers next year.

At hearings in San Francisco, Seattle, White Plains, N.Y., Baltimore and Chicago, TDUers were on the docket, prepared to ask for specific improvements in the rules to guarantee the best and fairest rules possible. Hearings continue in Cleveland, Memphis and either Toronto or Montreal. Written comments are also being submitted by TDU's legal team on behalf of the TDU International Steering Committee.

At most of the hearings, virtually everyone on the agenda was a full-time official, except for the TDU representatives and some other reform forces. At some hearings, joint council and International representatives spent most of their time denouncing the whole idea of a rank and file vote.

Throughout the process leading to the historic elections, TDU has lead the way in fighting for the Right to Vote and fair rules to make it meaningful. Some key areas discussed by TDU members include:

- The need for very thorough supervision of all elections by agents of the Election Officer.
- The need for advance notice and membership participation in the rules that will govern each local union delegate vote.
- The need for "equal access" rules for candidates in all union publications and for free mailings to balance the propaganda that incumbents use in publications.
- Fair rules for fund raising.

Holland stated the final rules will be published in April and in effect immediately upon publication. *Convoy Dispatch* will continue to report on all aspects of the rules and the upcoming elections.

## Nellie McKim Indicted for Embezzlement, Extortion

Nellie McKim, the principal officer of Lansing, Mich., Local 580, was indicted Feb. 27 on eight counts by a federal grand jury. McKim is charged with embezzling $50,483 in union funds to pay off gambling debts and buy a cottage. She is charged with extorting funds from office personnel whom she had claim bogus overtime pay and kick it back to her, and with receiving kickbacks from a "political action fund."

TDU previously revealed that McKim was caught bagging $5,568 in union funds but made a secret deal in 1984 with the U.S. attorney to quietly repay it and report to a probation officer. Prior to that, McKim and her late husband, Lloyd, were indicted for taking union funds, but Lloyd took the fall and appointed his wife, who worked in the union office, to head the local.

### Michigan Local 580

It is expected charges from the court-appointed Investigations Officer will follow, and TDU members in Local 580 are exploring civil action to recover monies to the union. Members are now planning how to put a positive new leadership in place after McKim departs from our union.

### 'No Money Means No Money'

## Friedman, Hughes Ousted

Harold Friedman is finally the EX-president of the Ohio Conference of Teamsters, Joint Council 41 and Local 507, removed from office March 16 in a decision by U.S. District Judge David Edelstein. Friedman had been ordered out earlier by court-appointed Administrator Frederick Lacey, but Lacey permitted a stay until Friedman's appeal was heard.

Edelstein also ordered Friedman to receive no severance or money of any kind from the union, stating that "no money means no money." The Local 507 executive board had set severance payments to Friedman of $312,000, but this golden parachute will now be null and void.

Edelstein ordered Friedman and his partner, Tony Hughes, to have nothing to do with the Teamsters union. Hughes also will not receive his severance, worth $70,000. Both were convicted of racketeering a year ago.

## Vitale Retains Power, for Now

International VP George Vitale has temporarily retained power in Detroit Local 283, claiming a 51% win (872-817) over Don Stone in the "second chance" election. However, this election does not change the fact that Don Stone and the Rank & File Slate properly won the election four months ago, only to have Vitale illegally stay in power after January 1.

Vitale then had his friends and subordinates in Michigan Joint Council 43 order a new, vote-till-you-get-it-right election. He also made a point of telling members in the second election that he would stay in power even if Stone again won.

Vitale was thus able to control the running of the second election and committed various irregularities to ensure the outcome. Stone and the Rank & File Slate have prepared charges to lead to a DOL investigation and legal action for a supervised election.

One of the charges filed is the disappearance of a large number of ballots. Many members are signing affidavits that they voted, although no votes from them were tallied. They work at Heublein Inc., a large employer where the Rank & File Slate was favored.

### Detroit Local 283

Vitale also faces a hearing on the seven charges filed last month by Investigations Officer Charles Carberry. The charges include denial of membership rights, embezzlement of union funds, employer payoffs, filing false LM-2 reports, and more. Vitale's future looks less and less secure.

But Vitale's main concern is how to deal with an angry membership that's growing stronger every day.

"Even with this ripoff, we've scored a victory," said Stone after the vote count. "Two years ago we were totally in the dark in Local 283. Now we have a movement for positive change.

"We can now work on issues like the health and welfare fund as we build our strength to sweep out the deadwood and put new leadership in place."

# The Fight for Reform: the Origins of TDU

*For 14 years TDU has been fighting to make the Teamsters union a democratic organization committed to better representing its members. This is the first in a series of three articles on the history of TDU, where our movement came from, the defeats it experienced, and the victories it has won.*

In 1976 the Teamsters union was in trouble—big trouble.

Former President Jimmy Hoffa had disappeared on July 19, 1975, and was presumed murdered. Frank Fitzsimmons, who had succeeded him as Teamster president, was an ambitious man, but weak. He had turned the union over to regional barons who had close ties to the Mafia: the Provenzano brothers in New Jersey, the Presser family in Ohio and Roy Williams in Kansas City, among others. The Teamster barons began making deals, taking payoffs from employers and selling out the members, giving up our wages, benefits and working conditions.

With Hoffa murdered, Fitzsimmons in the presidency and the Mafia barons in power, at times the Teamsters union seemed to the outside observer like little more than a racket. But there was more to the union than the Pressers and the Provenzanos. The union was not only the racketeers, it was also the rank and file.

### Traditions of Democracy, Militancy

While the International had become corrupted, in Teamster locals around the country there were traditions of democracy and strength. There were idealistic local leaders and union members who believed in solidarity. Los Angeles Local 208 was known for its democratic local union bylaws; Akron Local 24 for its militant wildcat strikes, and there were many others as well.

There also had been a history of rank and file movements for reform within the union. The steelhaulers had gotten a raw deal from the employers and the union, and in 1967 formed the Fraternal Association of Steel Haulers (FASH), demanding the right to negotiate and vote on their own contracts. The International used bombs and thugs to try to crush the FASH movement, and turned the reformers into rebels who in desperation called for secession from the union.

When Frank Fitzsimmons had taken over the union and negotiated his first National Master Freight Agreement back in 1970, there had been a full-scale rebellion. FASH, the Chicago Teamsters, and wildcat strikers in Cleveland, Akron, St. Louis and Los Angeles all rejected Fitzsimmons' contract, and through the spring and summer of 1970, tens of thousands of Teamsters participated in waves of official and wildcat strikes. Finally they succeeded in winning a significant wage gain, despite Fitzsimmons' failures.

CONVOY

VOICE OF TEAMSTERS FOR A DECENT CONTRACT

TDC HITS FITZ

Fitz to Employers - "I'm a Patsy"

JOIN TDC

The first issue of *Convoy*, 1976.

Out of the successes and failures of the 1970 wildcat (there were 500 Teamsters fired and blacklisted in Los Angeles alone), came the founding of the union's first national rank and file movement: Teamsters United Rank and File (TURF). In 1970 and '71, TURF chapters sprang up around the country like mushrooms after a rain. But within a couple of years TURF had broken up, lacking a unified leadership and a clear program for reform of the union.

Still another reform group arose out of concern about truck drivers' health and safety. Ralph Nader, the well known safety watchdog, in October 1971 called a conference of professional truck drivers in Washington, D.C. The group, which called itself the Professional Drivers Council (PROD), called upon Teamster President Fitzsimmons to establish a union health and safety program. Soon PROD was taking on the issue of corruption and the lack of democracy in the union, and gradually becoming a real force for reform within the Teamsters.

### 1976—TDC

By 1976 all the elements were there that could bring about reform: traditions of democracy, militancy, union reform; and organizational experiences like FASH, TURF and PROD. All that was needed was a catalyst to bring those elements together. The catalyst was the 1976 freight contract.

Teamsters were worried that Fitzsimmons would sell them out at the national level and that the corrupt barons, like Presser and Williams, would do more damage in the local supplements and riders. So in the spring of 1975, local Teamster union activists in Chicago, Cleveland, Detroit and Pittsburgh began to meet informally to discuss the coming contract. In August 1975 they called a meeting in Chicago that was attended by 35 rank and file Teamsters from 14 cities, including representatives from New York and California, and launched Teamsters for a Decent Contract (TDC). A group of UPS workers came together at the same time to form UPSurge, a movement of UPS workers to fight for a decent UPS contract.

The TDC meeting was small and many important Teamster locals were not represented. Some participants were not well known and did not have big followings back home. TDC seemed to have little likelihood of success. But it had a few important things going for it: It had the right idea at the right time—a national organization mobilizing the rank and file of the union to fight for a decent contract. And it attracted some remarkable unionists who were respected in their local unions: Lloyd Barrentine in Arkansas, Pete Camarata in Detroit, Vince Meredith in Louisville, and many others.

These Teamsters threw themselves into the campaign, distributing tens of thousands of leaflets, holding meetings and rallies. The pressure tactics worked and the movement forced Frank Fitzsimmons to call the first national Teamster strike in 1976. The national freight strike, and a TDC-led wildcat in Detroit, succeeded in winning a cost-of-living clause and preventing more sellouts.

The experience of TDC had proved that the rank and file, organized and mobilized on a national scale, could have an impact on the International union. If Teamsters could build a national movement to fight for a better contract, perhaps they could also build a national organization to fight for a democratic union. The spark had ignited that would start a movement to throw out the racketeers and return the union to the membership.

***Next issue: How TDC became TDU.***

FREIGHT NEWS

### If at First You Don't Succeed ...

# CF Begins New Scheme in 'EXCEL' Program

Before the bad odor had even cleared from the noses of CF employees who gave the gain-sharing program a big thumbs down, CF was onto its latest scheme to wring more work from less people. The new program is called "EXCEL," and from the looks of it, it's the same old package, except this time CF employees won't even be promised the pennies offered with gain sharing.

*Scribbled on a summary of disciplinary actions and grievance reports was a note from Terminal Manager Bob Warner to one of the supervisers. "Rock, I still believe we have to take advantage of disciplinary action when appropriate. Do you think a few more letters on select employees would hurt us?"*

Just what is this EXCEL program? Robert "Wants-to-Be-Called-Bob" Lawrence, explained the program in a glossy three-fold flyer saying, "The EXCEL process is a totally new approach to enhancing our company's level of quality service so that working as a team we can achieve our goal of complete customer satisfaction."

Translated, that means, "We're really not sure what this new program is going to be, but we'll give it a shot anyway." Lawrence does go on to explain the long-term goals of the EXCEL program: accomplishing 100% customer satisfaction; and being the best in the trucking industry and becoming a contender for the "prestigious" Malcolm Baldridge National Quality Award, a goal no doubt shared by every CF employee.

Though you won't find any real information on the program in CF's slick pamphlet, direct experience with the program at the Pocono terminal may be enlightening.

**The Beginning Stages**

Soon after gain sharing went down the tubes, dock employees at the Pocono terminal were chosen to be guinea pigs in CF's experiment in "teamwork."

Employees were told that the EXCEL program was "their" program and they would be involved in an attempt at self-management. Supervisers were removed from their usual positions on the dock and placed at a podium where they would simply be in charge of radio and telephone communications. They were only to interfere with employees' duties when questions or problems arose with the new work teams.

Employees initially chose their own teams to work on trailers and were given decision-making powers. They could decide whether to start a trailer and when to close and seal it. Paper work was to be done by the teams and team members would divide responsibilities on each job.

"The program was working," said Steve Berger, a Pocono dock employee. "We worked for a couple of weeks under the unwritten assumption that if management left us alone and got off our backs, we'd do better jobs."

From a quality aspect the program was working. Claims plummeted and load factors went up. But the rise in careful, quality work caused bill counts and production to drop slightly. Management wasn't willing to pay the price for quality work.

**Management Takes Back Control**

"Management wasn't too thrilled about the prospects of the employees actually making decisions around here. Several of them saw the EXCEL program as a threat to their authority," said Tom O'Keefe, another dock employee. "Management began placing high producers on the teams. Gradually, we weren't allowed to make the decisions we had been making. Supervision was taking control of the process again."

At meetings with employees, management began pushing for production. Their claim was that one of the goals of the EXCEL program at Pocono was to reduce costs per hundredweight (CWT) to 50 cents. Even though the CWT was hovering around 51 cents and claims were significantly reduced, CF's productivity push had reared its ugly head. Self-managing teams, quality work and employee morale had to be sacrificed for a larger bill count.

EXCEL was falling to pieces in Pocono. The disgruntled workforce was quickly getting the message that the company's rhetoric about quality and teamwork was just another smoke screen to disguise management's real intentions. A Feb. 12 memo from Pocono management made it clear.

Scribbled on a summary of disciplinary actions and grievance reports was a note from Terminal Manager Bob Warner to one of the supervisers. "Rock, I still believe we have to take advantage of disciplinary action when appropriate. Do you think a few more letters on select employees would hurt us?" Rock apparently agreed as several "select employees" began to receive letters. Employees began to refer to the new program as the EXPEL program.

Management was confronted with the memo. Employees pasted up copies all over the terminal. Assistant Terminal Manager Dave Breisch was given the job of clarifying the memo. "What was written up in the memo wasn't meant the way it appeared," he explained. No one was convinced.

CF's experiment in teamwork at the Pocono terminal has degenerated into worse labor-management relations. Where a few weeks ago, teams of employees worked together safer and smarter with no interference from management, now you can find supervisors lurking behind pallets and smoky tow motors waiting for their chance to discipline select employees and get production up, no matter what the cost to quality. CF's motto for the EXCEL program at it's inception at Pocono was, "Work safe. Work Smart. Have Fun." Its new motto is simply, "Work."

# Turn Up the Heat at CEX

Action is heating up at Consolidated Freightways' regional, LTL trucking companies. As our union begins an organizing drive at Con-Way Central Express (CCX), contract negotiations with unionized Con-Way Eastern Express (CEX) seem to be going nowhere.

CF has an overall strategy with its regional, mostly non-union divisions, and our union will have to raise the ante to meet the challenge. Recent events in New Jersey show the union has more clout than it's using. Yet, it is reported that on New York City Local 707's turf, CEX is using non-union Truck Rite Cartage.

CEX is unionized, unlike the three other Con-Way divisions, because it was formerly PennYan, a union carrier. But CEX has yet to sign the 1988-91 Master Freight Agreement. It seems likely that CF would try to use this as a sign of union impotence in the organizing drive at CCX in the Central Conference. One New York business agent reports frustration is a growing problem with his CEX members. They are behind the union, but instead of being informed, they are being jerked around by rumors.

To date, CEX has agreed to go by the freight agreement, except for the monetary. Management has been paying 35-cent-per-hour increases to anyone not yet up to the scale prevailing in 1988; that is, anyone with three years seniority or less. The 100%ers and clericals have received no increases. It seems mechanics have gotten their annual 35 cents and casuals are getting the standard rate of $12.70 per hour.

The union has not responded vigorously to CEX's stalling. But management recently showed it will respond to union action. Until Feb. 10, CEX had not been paying the full contribution to the Local 560 H&W fund. Some 150 CEX members came to a meeting and voted to give the union strike sanction unless the money was forthcoming. CEX paid.

Another area that the union has overlooked is to pressure CF itself. The word could simply go out—"No favors, no deals." Grieve every dime and take every minute required. A conference of BAs and stewards from CF and CEX should be called to explain the plan, run workshops in tactics, and build the communication and solidarity that will get CF's attention.

Ron Easton, CF road steward for the Chicopee, Mass., breakbulk, feels confident that CF members would respond positively to efforts to involve them in solidarity work.

"Everybody has an interest in stopping these non-union divisions, but it's even closer to us," Easton said. "Everybody knows that sooner or later CF is going to move our work to cheaper means unless we in the union are ready to stop them. What amazes me is that while CF defies the union, we still have union men on our grievance panels who vote to give them a break on grievances."

At some point CEX will try to ram through a substandard offer. That's when an informed rank and file with a strong morale will be a vital factor. Members will vote No if they see they can get parity. They might vote Yes if they perceive the union has given up. Just as with the CCX organizing drive, success at getting a good contract at CEX will depend on the involvement of rank and file members.

DID YOU FINISH THE ORDER? ARE YOU SURE IT'S DONE?
IS ALL THE MATERIAL THE SAME ON THAT ORDER? DOES IT ALL MATCH?
ILLIG
ARE YOU SURE THE WEIGHT IS RIGHT ON THAT ORDER? ARE YOU POSITIVE?
LOOK, IF YOU DON'T THINK I KNOW MY JOB, WHY DON'T YOU MAKE ME A BOSS?!

# West Coast Mechanics' Pay Raise Up in Air

**Joe Arnold**
**Local 63, Yellow Freight**
**Barstow, Calif.**

After the NMFA was ratified in 1988, mechanics awaited a 44.5-cent raise that was promised in the contract along with the 35 cents negotiated in the Master Freight Agreement. It soon became apparent that the pay wasn't coming and grievances were filed by Local 63 in Los Angeles and sent to the Joint Western Area Committee (JWAC) for resolution. After reviewing the bargaining notes from the negotiations, the committee ruled against the extra pay increase, which was included in the language that mechanics had voted on.

The pressure was on Local 63 from mechanics, particularly at the Yellow Freight terminal in Barstow and the Roadway terminal in Adelanto, to do something about the disputed pay raise. So, in September 1989, Local 63 filed suit in federal court against Yellow Freight, claiming the JWAC had "rendered an improper and voidable decision." The suit claimed that the JWAC "exceeded its jurisdiction in the case, disregarded testimony, and failed to properly exercise its obligations as the final and binding arbitrator of this issue."

Since the lawsuit was filed, members have been in the dark about the status of the case. Rumors were flying, but there was no direct evidence that anything was happening. At Local 63's February general membership meeting in Apple Valley, I questioned business agent John Deworken about the case. He replied that he'd just spoken with the attorneys for the local and that there was a tentative trial date set for March 19 in L.A. I informed Mr. Deworken that I had contacted the federal court and was told that the attorneys hadn't even petitioned for a court date.

A few days after the meeting I went to federal court to pick up copies of all the paper work that had been filed on the case. Besides the original suit, the only thing filed was a change of address for Yellow Freight's attorney. After talking to mechanics at Yellow and Roadway, we were growing suspicious about the local's intentions to carry this case through.

Once again we got together and went to the general membership meeting in Rialto. We questioned Bobby Aquino, president of Local 63, who was chairing the meeting, about the status of the lawsuit. Once again we were told that a court hearing was tentatively set for March 19. I mentioned that I had all the paper work on the case and knew for a fact that the local hadn't even filed any further paper work on the case. The meeting was quickly adjourned without an answer for the mechanics.

Since we couldn't find out much about what was going on with the lawsuit, I had to contact the company's attorneys, who informed me that Bobby Aquino is scheduled for a deposition some time in April and that's where the case stands today.

It was good that the local filed to get the back pay for the mechanics. However, with thousands of dollars on the line, the mechanics in Local 63 certainly deserve to get the straight story from our officials on what's going on with the lawsuit. We deserve, if not the back pay from the contract we ratified, at least the truth from our local officials.

Mechanics from the Barstow and Rialto terminals will be monitoring the case closely in the coming months. I'd like to thank all those members whohave attended local meetings for their support on this issue. We're hoping that the local will keep us informed, finally, on the continuing status of this case.

**TDU Rank & File Convention**
**Oct. 26-28, 1990**
**Detroit**

'They Weren't Interested in Our Suggestions'

# Yellow Freight Quality Teams Dead in Memphis

It's been about a year since Yellow Freight began its own experiment in "quality teams" in Memphis, Tenn. Employee dissatisfaction with the program was so severe that Local 667 wrote to Yellow Freight withdrawing union support from the program.

The reason for the dissatisfaction with the Yellow Quality Improvement Program was pointed out in a Union Notice posted at Yellow by Local 667. "Our support has been withdrawn based on the desire of the employees and a communication problem between management and the employees. Our members feel that what they consider reasonable requests always seem to be turned down or ignored by the company."

The local union's strong stand was spurred by a petition among the city employees, who signed to get out of the program. Every city employee, except two, signed the petition. One dock worker said, "The program was supposed to be for employees to give ideas and make recommendations that would make work easier and more efficient. Every time we made a recommendation, the company would say the request wasn't appropriate or that it was under consideration. The point is, they weren't interested in our suggestions."

Once again, the real face of "employee participation" and "teamwork" has shown itself to be nothing but a con game. Yellow employees and their local unions should take a good look at Memphis and act accordingly.

# Transcon-ANR Merger Canceled

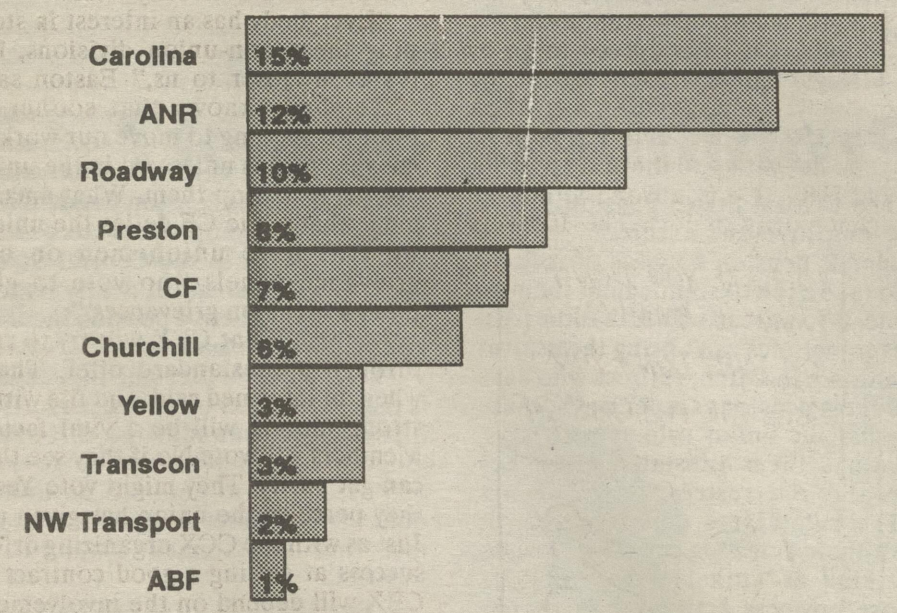
As 11,000 Teamsters employed by Transcon and ANR Freight Lines waited anxiously to get the details of the proposed change of operations, the surprise announcement came late March 20. The sale of ANR to Transcon is off.

The telex out of ANR headquarters stated that the sale was "not in the best interest of Coastal (the parent corporation), ANR Freight System employees or customers. ... Transcon has been told the pending sale is not being considered."

So after weeks of planning, including a detailed change of operations that would have utilized sleeper-team drivers almost exclusively in the Western states, the whole deal was shelved. The question of the future of those affected Teamsters is again wide open.

## Percentage of Total Vehicle Miles on the Rails

(ATA statistics through 3rd quarter 1989)



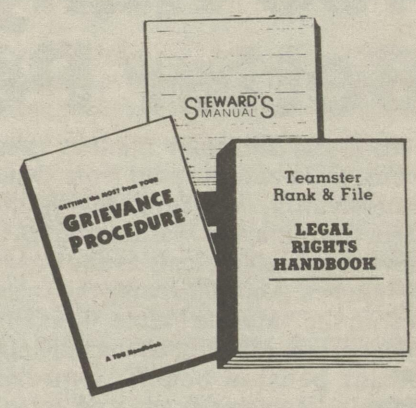

Know your rights—and how to use them

# Educational Books From TDU

**Teamster Rank & File Legal Rights Handbook.** This comprehensive 312-page book, written by experienced labor attorney Ellis Boal, covers your rights at work and in the union, detailing the laws in easy-to-read language. $8, $5 each for five or more.

**Getting the Most from the Grievance Procedure.** Strategies for preparing, presenting and organizing around grievances. $1.

**Steward's Manual.** A valuable guide with special emphasis on building unity at the workplace and in the union. $4, $3 each for five or more.




| Item | Price | # of Copies | Total |
|---|---|---|---|
| Teamster Rank & File Legal Rights Handbook | $8/$5 each for 5 or more | _____ | _____ |
| Getting the Most from Your Grievance Procedure | $1 | _____ | _____ |
| Steward's Manual | $4/ $3 each for 5 or more | _____ | _____ |
| | | **Total** | _____ |

❑ Check or money order

❑ Visa/Mastercard # _____

Exp. date ___/___ Signature _____

**Return to TDU, Box 10128, Detroit, Mich., 48210**
**Be sure to include name and full address**

# PENSION NEWS

## Memphis Teamsters Support Findings of Poulin Study

# Local 667 on Record for Better Pension Benefits

**Aaron Belk**
**Local 667, Jones Truck Line**
**Memphis, Tenn.**

Top Teamster officials are scratching their heads wondering what happened in Memphis. The International and local unions are supposed to have us Southern Teamsters under control. But our 3,500-member local took a big step forward when we became the first in the nation to go on record in support of the findings of an independent actuarial study, and for our local to demand pension benefit increases.

The study by David Blitzstein, a senior benefits consultant for the Washington, D.C., actuarial firm Poulin Associates, Inc., concluded that the Central States Pension Fund could raise certain benefits now—such as the 30-and-out benefit from $1,000 to $2,000—without increasing employer contributions.

The resolution was initially presented at the February Local 667 meeting. Secretary-Treasurer Bill Owens claimed it couldn't be presented to the membership. However, we studied Roberts Rules of Order and our local bylaws and presented it in written form before the monthly meeting. Under the rules all locals live by, the motion then had to automatically come up before the membership under new business.

There was considerable floor debate at the February meeting on the merits of the motion. However, members of the Memphis Area TDU chapter were prepared for parliamentary maneuvers by the executive board. We came to a decision that the vote was too important for the 45 people in attendance at the February meeting to come to a vote. The resolution was tabled to allow the entire membership to vote on the proposal at the March meeting, and the local agreed to post a notice of the vote along with the motion in every barn.

### Debate Stirs Teamster Pride

For the next month the pension motion was the talk of every barn and shop in town. TDUers and all Teamsters debated the motion, discussed how to best proceed at the meeting and organized for a big turnout. Members remarked that this was the first time in years that they felt they had input into the policies and procedures of the local. The democratic debate and discussion throughout the local was stirring a deep pride in being a Teamster. Maybe best of all, political differences were put aside for the moment, to get the resolution passed by a broad range of the membership.

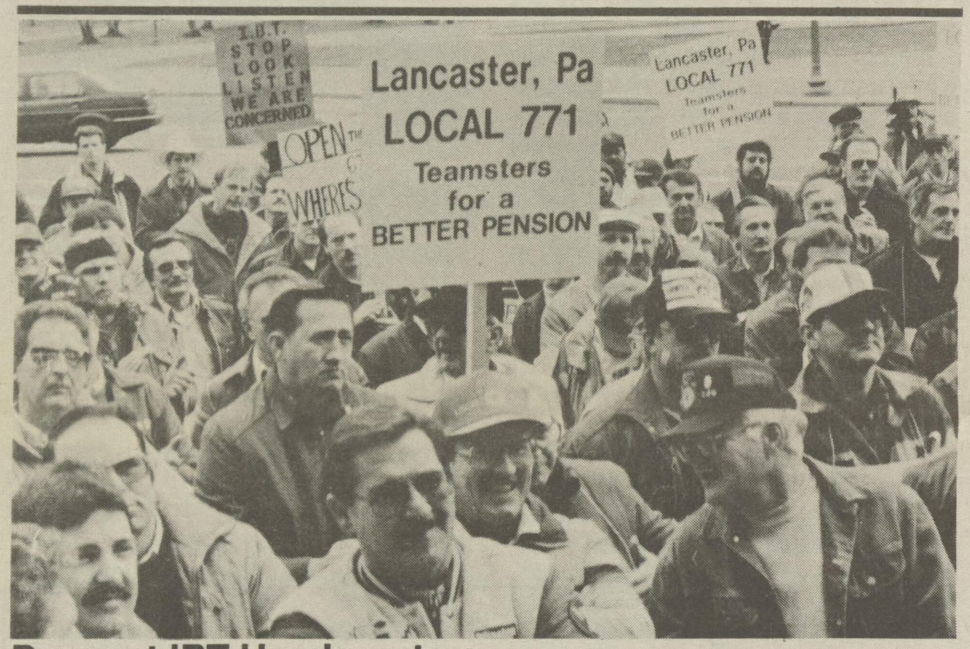
The Memphis Area TDU chapter made sure that people understood the issues at hand. Three hundred copies of the study were purchased and hundreds more copies of the resolution were handed out at our expense. Flyers urging the membership to attend the meeting were distributed throughout the local.

The chapter met five days before the March 13 meeting to intensify last-minute efforts at getting folks to the meeting and to assign speaking roles and study up on the major points contained in the actuarial study. We had to know about employers' unfunded liability, about full funding and the consequences of that for our union, and we had to be prepared to explain this to the membership.

On the day of the meeting we were pleased to see the union hall filled to near capacity as the membership showed up in big numbers to have their say on the pension issue. The resolution was debated and passed by a wide margin.

Now that all Teamsters have the Right to Vote for our International officers, a lot of things have changed in our union. Memphis Teamsters feel confident we can control our destiny.

Teamsters in Local 667 have taken steps to get action concerning our pensions. It's up to other concerned Teamsters in other locals to get involved and build this movement. Pension reforms and benefit improvements won't happen unless we make them happen. You can make a difference.




## Demo at IBT Headquarters

# 400 Rally for Better Pensions

Teamsters and their families came by bus, train and car pool from Ohio, Pennsylvania, Virginia, Maryland, North Carolina and Washington, D.C. They brought signs, leaflets and brown bag lunches. And 400-strong they marched on the "Marble Palace," our IBT headquarters (above), to demand significant pension benefit improvements in Teamster funds and to tell their brothers and sisters, "Pay Attention to Your Pension!"

Said Adam Frye, a UPS feeder driver from Harrisburg, Pa., Local 776, and one of the rally organizers, "It was a good success, thanks to a lot of Teamsters who helped. But it's just a beginning; we've got more to do."

Activists from state and regional pension committees spoke of their work to win improvements, and the need to push forward now. Ideas included electing delegates to the IBT Convention who are committed to pension reform, and refusing to ratify contracts that do not provide, in writing, for big pension improvements.

TDU International Steering Committee member Anthony Smith, of Washington, D.C. Local 639, urged UPSers to build broad support. "Freight, grocery and all Teamsters need better pensions," he reminded the mostly UPS crowd.

TDUer Tom O'Keefe, a dock worker at CF in Scranton, Pa., Local 229, told *Convoy Dispatch*, "Freight workers like me feel we have a stake in the UPS contract. If UPSers get big pension improvements, then they'll have to give the same thing to us when Master Freight gets negotiated next year. We're all in the same boat."

IBT officers had no response for the hundreds of Teamsters who spent their weekend traveling to Washington to voice our concerns. One speaker, Lester Varney, a UPS feeder driver in Local 639, said President William McCarthy contacted local rank and file Teamsters prior to the rally to try to get it called off.

### Local 667 Resolution on Pension Benefits

*Resolved, That Local 667 go on record as supporting the findings of the Poulin Associates, Inc. study and its conclusions concerning funding policy and the affordability of new benefit increases for the Central States Pension Fund; and,*

*Resolved, That Local 667's executive board send copies of the Poulin Associates report and this signed resolution to the IBT General Executive Board, all Central States Pension Fund trustees and all Teamster local executive boards covered by the Central States Pension Fund; and,*

*Resolved, That Local 667 members go on record as insisting that all benefits of the Central States Pension Fund be raised to their maximum allowable amounts while keeping the fund solvent, which are fiduciary responsibilities that are currently NOT being followed by the Fund's trustees.*

## Central States Pension Fund

# Re-employment: Prohibited, or Not?

The Central States Pension Fund's "re-employment rule," which suspends pension benefits of retirees who take a job to supplement their income, is so unreasonable that the trustees sometimes can't bring themselves to enforce it. Often, retirees who have had their pensions suspended because of what the unfair rule actually says, have had them reinstated when they appeal to the trustees.

The rule states that retirees will have their pensions cut off if they do any kind of work "for an employer whose business activities are similar to those of any employer making contributions to this Pension Fund." With thousands of employers across 20 states paying into the Central States fund, this rule makes it nearly impossible to supplement a pension income, no matter how small.

The good news for some individuals is that exceptions often are made. But it seems that one must go through a lengthy appeal process (up to one year) in order to get such an exception. Many retirees don't choose to do that since the statement of the rule is so strict.

According to Detroit attorney Ann

*continued on page 9*

'We've Got the Experience to Help'

# Retirees Can Make a Difference

Dave Richards would rather be fishing. But when Local 401 in Wilkes-Barre, Pa., raised the assessment on retirees for the local's death benefits by $5 and banned the Retirees Club from meeting at the union hall, Richards began to organize.

"Retirees Clubs are supposed to be a fun thing. We've fought all our lives and we don't need these fights now," Richards said. But fight they did. And with the help of a localwide petition circulated by active members, they're able to use the union hall again.

Richards, president of the Local 401 Retirees Club, is still leading the fight over the death benefit increases and has been happily surprised at the show of solidarity from active members, whose assessment was not increased. He thinks retirees can contribute much to the union.

"The retirees here owe a lot to the union. But, we're the ones who fought to get the benefits members enjoy today," he said.

"It used to be that the union would help members on layoff, you know, bring them baskets of food or collect money for people on strike. That doesn't seem to happen much anymore. We'd like to show active members what it used to be like."

The Local 401 Retiree's Club is making plans to collect historical artifacts from its members and put together a history of the local. "Once we get this death benefit issue out of the way, then we can get down to our (history) project. Until then, we've got a fight on our hands. We'd rather do more constructive things to advance this local. But this is a group of people used to a good fight," he said.

Wilkes-Barre isn't the only place where retirees have been excluded from the life of the local union and have had to get active again. New Orleans retirees in the Local 270 Retirees Club found themselves booted out of the union hall as well.

**New Orleans**

Bill Cole Sr., who has put more than 40 years into the union, including many as a business agent in Local 270, believes retirees have been getting a raw deal. "Mitch Ledet (president of Local 270 and an International VP) threw us out of the union hall because we were getting too political. I guess he doesn't think that retired members of this union have the right to express their opinions about the union."

The executive board of the Retirees Club met with the local's executive board. "We sat down hoping to work things out based on respect for what we as retirees have contributed to the union," Cole said. "What we got in return was to be cussed out by Nolan LeBlanc, the local's secretary-treasurer, and treated with no respect at all."

As a result, the Retirees Club has filed for a charter separate from Local 270. Cole concluded, "It's a shame it's come down to this. Everyone of us has walked a picket line and all of us spent years in building this union. Retirees should have the same rights as active members. After all, our pensions and insurance are dependent on what happens in the union. If we lose our rights to speak and be active politically in the union, then we might as well move to another country. We don't like being tossed aside and ignored, that's why we fought for the union. And we sure don't like it now."

**Knoxville, Tenn.**

Harold Garnett, a 71-year-old retiree from Local 519 in Knoxville, Tenn., has been fighting for better pensions for years. "I met Jimmy Hoffa years ago at a contract meeting in Toronto," he said. "At that time I didn't think too much about our pension fund as it was only paying about $300 top rate. After the pension was explained, I asked Mr. Hoffa if current retirees would receive raises on their pensions with each benefit increase. Hoffa wouldn't even answer the question and I had a couple of big goons escort me out of the hall. I've been fighting for pensions ever since."

Garnett is the organizer and a plaintiff, along with two other Roadway drivers from the White Pine terminal, of the lawsuit filed in U.S. District Court in Chicago against the Central States Pension Fund. But he said his union activism isn't confined to pension improvement.

"Several of us are actively campaigning to get new officers elected in this union. I've spoken at our Retirees Club about Ron Carey and a lot of us will be active in that campaign. When you retire you don't just forget about the union. There's thousands of us who could make a big difference."

Bill Slater, a retired carhauler from Local 315 in Martinez, Calif., has stayed active in the union by organizing TDU on the West Coast. He summed up a lot of retirees' feelings:

"There's a lot of potential in Retirees Clubs. These folks have spent a lifetime working and really need to relax, but a lot of us are willing to give some time to make the union better. I'm asked why I don't just sit back and take it easy. I've considered that. But after all the years invested in the union and TDU, and because we're so close to winning, I'm not about to give it up now."

# Activists Organizing for Study Of Western Pension Trust

Some 15,000 Teamsters in the Western Conference signed a petition in 1989 calling for pension benefit improvements in the Western Conference of Teamsters Pension Trust. In spite of pension fund Chairman Joseph Ballew's expressed concern about the demands, he has not yet responded in any more detail than that the demands are "financially unattainable."

With the fund holding more than $8.3 billion in assets as of January 1989, such a statement requires some explanation.

## Western Conference

The apparent unwillingness to consider increases is especially troubling because the fund is fully funded. It has enough money right now to cover all currently earned benefits it will have to pay in the future. Thus, employers who get out of the fund for whatever reason will not have to pay any withdrawal liability. Keeping some withdrawal liability by raising benefits would not endanger the financial health of the fund. It could strengthen the fund and provide improved benefits, as withdrawal liability is often a strong incentive to keep employers paying into the fund.

Since the trustees seem unwilling to provide members with information to back up their stance, Western Conference activists are planning to commission an independent report on the fund's finances. A similar study of the Central States Pension Fund proved very informative.

The Central States report showed that fund could significantly raise benefits right now (contact TDU for more information or a copy of the report). The Western Conference fund is in even better financial shape because it has reached full funding.

A report on the Western Conference fund would require that money be raised and donated by interested members. To get involved, make a donation, or for more information, contact the TDU national office or Doug Allan, TDU Western organizer (see page 2).

# Re-employment Rule Needs Reform

*continued from page 8*

Thompson, who has helped scores of clients to appeal the Central States re-employment rule, "The fund really needs a consistent set of definitions and interpretations of the rule. The decisions based on the rule given at the lower level bear no relationship to what's decided at the higher level. So retirees who don't appeal all the way up lose out. In my experience, those who do appeal will likely get approval (for post-retirement work)."

One example is retiree Bobby Kirby from Local 667 in Memphis. He got in touch with TDU because the Central States fund had threatened to suspend his pension. He was working as a sales representative for a medical supply company, and driving a company car to visit customers. The fund told him his pension had to be cut off because "provisions of the Pension Plan strictly prohibit a pensioner from driving any vehicle."

In early March, Kirby received a letter saying his appeal was upheld by the trustees, who gave no reason for their action. He had missed eight months of work because of the pension fund's earlier decision, and won't be compensated for that loss.

The Central States trustees made a good decision to allow Kirby's re-employment with a pension. But such decisions should not just be exceptions to the rule. The thousands of Teamster retirees who have turned down much needed work because of the rule are being cheated by its uneven enforcement.

TDU is preparing to proceed in federal court against the Central States re-employment rule unless a definite change is made. If you or someone you know has been denied pension payments due to this rule, and has had that denial upheld in the appeal process, contact the TDU office to get involved in making a change.

Kirby said, "I feel that if it were not for TDU, and Ms. Becket, the attorney TDU put me in touch with, they wouldn't have OK'd (my job). I think they knew there was something in the works."

# UPS CONTRACT CAMPAIGN—1990

**Off Our Backs & Share the Bucks!**

## Union Proposals Don't Go Far Enough To Protect UPSers From Standards

Production harassment was a major issue for UPSers in the last contract negotiations, and Article 37 of the 1987 master agreement took a step toward giving members and business agents contract language to deal with it. But the prohibition is vague that "the Employer shall not overly supervise or unfairly coerce employees in the performance of their duties."

Our union's Article 37 proposals for the 1990 master contract take another step forward, adding, "Management shall not ride more than one day per quarter. No more than one O.J.S. every six months."

This proposal is similar to demands compiled by UPS Teamsters at our TDU Convention last November and those voiced by members nationwide at union meetings. But members also stated, among other proposals, that contract language should be added such as: "There shall be no production standards, and there shall be no harassment or discipline related to production standards"—limiting both rides and the nature of those rides.

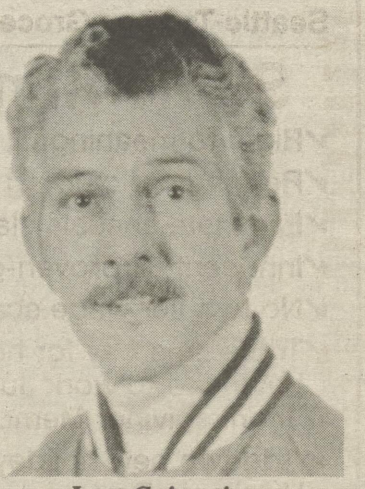
Of course, none of this hits directly at the Catch-22: our union does not recognize time standards, yet everybody knows they exist. Some unions have negotiated contracts that obligate the company to train union reps in the employer's time standards. Stewards and BAs have access to the statistics, just like the guys from IE, the mystery is taken out of this so-called science and the standards are subject to the grievance machinery.

Written comments sent to TDU by UPS Teamsters show production harassment is still a major issue, and this contract needs to address it:

From Ohio: "I found (the union contract proposals) to be generally favorable. However, there was a lot of concern (here) because the major problem of time standards in relation to being used to discipline union members was not addressed."

From Oregon: "I would turn down this contract proposal as it stands ...

*continued on page 11*



***Jerry Gaimari***
***Local 404, Preload***
***Springfield, Mass.***

*In the past UPS would give us bonuses while it took away our working conditions. This year we will not let them buy our contract again. Three years ago our 53% contract rejection meant little. Now with Majority Rule it means everything.*

*We will not accept an inferior contract. Not only will we be paid more, we will be treated with the dignity we deserve. No one should have to put up with the harassment we endure day after day. I would advise everyone to follow contract negotiations closely. If we don't get what we need, vote No and send them back to the negotiating table.*

## Union Officials ( Not Employer!) Block Demand to Retain Seniority

In most supplements to the UPS agreement, an employee who runs for union office or becomes a business agent loses his/her job at UPS. There is no option to return to work for UPS, in the event the officer quits or is voted out of office.

This anti-union rule serves two functions. It discourages a certain number of qualified members from running for office, as they are concerned about their livelihoods and pensions. And once in office, it makes an official more likely to "toe the line," as there is no job to return to. In both cases it is a "control mechanism" and it weakens our union.

Most of our union officials like it this way and refuse to change it. At the Feb 27 "two-person committee" meeting where some 200 to 300 officers gathered to hear the union's contract proposals to be submitted to UPS, they voted to remove from the national proposals the demand to hold seniority!

This anti-union motion was made by Norbert "Nobbie" Miller of Modesto, Calif., the president of Joint Council 38, and was quickly approved without discussion. The same anti-union and anti-member attitude was shown in the Central Conference regional meeting that same day. There, Secretary-Treasurer Charlie Teas of Columbus Local 413 made a motion to add the seniority protection article to the Central Conference supplemental proposals. The motion got support from a few locals but was defeated by the majority, who apparently are happy to shut the rank and file out.

Incidentally, not all UPS workers are denied this basic union right. The New England and Western Pennsylvania supplements, for example, grant time off without loss of seniority to any UPSer appointed or elected to a full-time union office.

## Use Safe Cash-Drop Procedures

**Dan Winczewski**
**Local 162, Portland, Ore.**

There have recently been several grievances that have gone to (the five-state) panel where drivers swear they have dropped their cash envelope, with the proper amount of cash, into the proper receptacle. Yet many of those envelopes have either been short of money, or missing altogether.

Because this is such a problem, panel decisions have come down detailing how drivers can protect themselves from this occurring. First, have your supervisor verify the amount of cash you put into your envelope and initial the envelope next to where you sign your name.

Next, have him or her sign the cash envelope turn-in sheet next to your name verifying the number of envelopes dropped. Then you may have the supervisor verify on your delivery records that the amount written on your sheets corresponds with the amount written on the COD tag and the amount collected.

Let me explain the reasons for these safeguards. Naturally, you have your supervisor verify the amount you put in because if the amount you put in doesn't match the amount taken out, it proves the shortage occurred elsewhere and you were not responsible.

You also have him or her sign the cash envelope verification sheet because that testifies that you dropped the proper number of envelopes. The supervisor's initials on an envelope isn't enough if the entire envelope disappears! Finally, the delivery record verification shows the proper amount was collected and someone signed for the delivery.

In addition, on driver-release packages, recent five-state panels have decided that if a driver doesn't have anything recorded in the signature and/or remarks columns, and if that package is reported missing, it is the driver's responsibility to pay for that package.

Failure to do any or all of these methods could result in loss of a cash envelope. In essence, you are playing Russian Roulette and hoping for the best. Be safe—get your cash turn-in verified.

*—Reprinted from West Coast Packages.*

## Los Angeles-Area UPSers Form Contract Committee

**Doug Allan**
**TDU Western organizer**
**Los Angeles**

For many years UPS in the Los Angeles area has maintained a wall around its Teamster employees through intimidation that has kept members from joining together for their common good. But on March 11, nearly 50 UPSers from three local unions and seven different hubs broke through the wall in L.A. and held a TDU meeting to discuss the upcoming contract and the reforms that are sweeping our union.

All the members were eager for information on the contract negotiations, their rights on the job, and how to combat productivity harassment at UPS. We passed out copies of our union's national and Western supplemental contract proposals and discussed issues such as monetary demands, productivity and pension improvements. Members said that with the stress of production harassment wearing on UPSers, it is important to win significant pension benefit improvements with this contract.

The UPSers formed a contract committee to spread the word in greater L.A. on the negotiations. Distribution of TDU contract bulletins will enable UPSers in the area to make a better informed vote. While the concessionary 1987 contract was rejected by 53% nationwide, the three L.A. locals—63, 396 and 952—approved the agreement by 56.2%, 57.3% and 54.9%, respectively.

Another area that requires work is education on local union elections, our newly won Right to Vote for IBT Convention delegates and International officers, and the rights members have within their unions. Those in attendance at our L.A. meeting were good union members; yet many expressed frustration that their locals have not done enough to reach out to members and keep them informed.

This meeting was a breakthrough and several of our TDU activists from San Diego helped make it possible. Jim Moody, a package car driver in Local 542 and a member of the UPS Committee of TDU, helped lead discussion on the contract.

"L.A.-area drivers told me, 'We care,' and I saw by their enthusiasm that this contract vote will prove it," Jim said.

UPSers in Los Angeles have knocked a good hole in the UPS wall, and we look forward to see them completely knock it down. Our suggestion would be that UPS management start treating employees with respect and dignity, and as human beings, not machines.

# GROCERY

**Seattle-Tacoma Grocery Contract**

## Some Rank & File Demands

- ✔Right to meaningful, informed vote
- ✔Return cost-of-living adjustment, lost last contract
- ✔Eliminate casuals clause
- ✔Innocent-till-proven-guilty in grievance procedure
- ✔No two-tier wage scale
- ✔Triple-time pay for holidays worked—many employees have had to work July 4th, Christmas Eve, day after Thanksgiving, Memorial Day, Labor Day.
- ✔Add two new holidays—Martin Luther King's Birthday, Veteran's Day
- ✔Also, employees at Associated Grocers in Seattle are pushing for language to protect against unreasonable production standards, which have been forced on them since last contract negotiations. Two warehouse workers have been fired because of the outrageous standards, and their cases are still in the grievance procedure. A.G. employees realize that if they let the company get away with these standards, the other warehouses in the area will want to institute the same methods, which have resulted in an increase from 150 cases per hour to 220 for inside workers.

## UPS Production Standards

*continued from page 10*

simply because there is no national language that addresses the serious and constantly recurring problem of UPS management's coercive, threatening ... and discriminating activities against employees, in order to effect UPS's arbitrary production standards."

From Wisconsin: "If the company wants to criticize my performance then they must fully disclose all facts, measurements and interpretations that led them to their conclusions. To do less leaves the door open to favoritism and discrimination. ... I object to the ruse of supervision being used to end run the disciplinary procedures accepted by the company in the contract."

From California: " ... there seems to be a direct correlation between my rank and file activity and the degree to which I am supervised. ... It is a sad situation that UPS management is so concerned that I might waste five minutes that they waste 30 hours of a supervisor's time riding around in the truck with me when he could be doing something constructive."

Whether UPS goes at a Teamster for methods or takes the bolder approach of writing him or her up for running overallowed when not supervised, the results can be the same: discipline up to and including discharge. And the brother or sister is doing a fair day's work for a fair day's pay!

## 1990 Master UPS Agreement

*continued from page 1*

leadership prior to the one-member, one-vote national elections in December 1991.

**Contract Will Affect Pensions**

The UPS negotiations are going to affect the quality of hundreds of thousands of Teamsters' pensions. UPS Teamsters are sending a loud and clear message that to get a contract ratified by Majority Rule will require pension improvements. Not vague promises, but written commitments before a Yes vote is indicated. These gains won in terms of higher employer contributions and better benefits are going to set the pattern for other Teamster contracts that follow.

J.B. McCallister, an ANR road driver out of Denver Local 961 and a member of the TDU International Steering Committee, explained how the UPS negotiations are capturing the attention of freight Teamsters.

"The individual members can finally make an impact in their union that can result in major improvements in pensions and our contracts. This is inspiring solidarity," he said. "We will no longer be dealt with individually by the companies or the union. We will work together to build a union that works for the benefit of all of us, not for the few."

Just as Hoffa's NMFA set a course for our union, so can this 1990 UPS agreement: the first major Teamster contract of the decade, the contract to end the era of concessions, to bring major new pension improvements, to restore the cost-of-living clause, and to help set our union on a winning course.

**Seattle-Tacoma Grocery Teamsters**

## 'Solidarity Is Our Best Weapon'

Contract negotiations proceed in the Seattle-Tacoma, Wash., area for some 1,000 grocery warehouse workers and drivers, and rank and file members are organizing to develop solidarity in the face of divide-and-conquer tactics.

The employers involved include Safeway, West Coast Grocery (Super Valu), and Associated Grocers, with most members in Locals 174, 117, 599 and 313.

At the March 3 union meeting for Local 599 members, two motions were passed. First, that no contract be presented for a vote until the members have had at least 72 hours to review it first. Secretary-treasurer Bob Pavolka agreed to abide by the motion.

Second, that an elected committee of rank and file members from Tacoma travel to the Seattle ratification meeting, to eliminate rumors and divisions that have plagued the members in the past. This too was passed and agreed to.

But more recently members were informed that the locals would hold meetings simultaneously (to make cross-attendance impossible). West Coast Grocery warehouse steward Jim Ferguson stated, "I don't understand why Seattle and Tacoma rank and file do not have the right to meet. Solidarity is our best weapon. Why should our own union want to pull us apart?"

Similar concerns have been brought up at the Seattle Local 117 meeting to Arnie Weinmeister, secretary-treasurer and also an International VP and head of the Western Conference. At issue is more than a simple right to meet together. At issue is a strategy of coordinated bargaining, rank and file unity and a plan that aims to win a decent contract for the members.

Weinmeister seems all too ready to keep members divided, in the dark, with no rank and file reps at the bargaining table. It looks like the job of building unity will have to be carried out by the members themselves, and they are taking it up.

**McCarthy Nullifies Grocery Deal**

## Rank and File Action Stops Sweetheart Deal at P. J. Schmitt

A concerted struggle by rank and file Teamsters on the Pennsylvania-Ohio border has nullified a sweetheart deal that would have slashed wages for some 1,000 Teamsters. IBT President William McCarthy ruled in favor of the rank and file and Local 261 and on March 8 ordered the deal "null and void."

As reported in *Convoy Dispatch* in December, Peter J. Schmitt, a large grocery wholesaler, was given a sweetheart deal by Youngstown, Ohio, Local 377 to cover a giant new warehouse before construction even started. This deal provided for wages in the range of $8 per hour, while presently Schmitt Teamsters at warehouses in Akron, Ohio, Sharon, Pa., and Buffalo, N.Y., make $12-$13 per hour. Teamsters at other grocery facilities in Pittsburgh and other nearby areas make a higher scale.

Now, with the warehouse beginning limited operations in April, the sweetheart deal has been ordered void and a new contract will have to be bargained. The employer is reportedly considering legal action over the loss of one of the most horrible cut-rate deals ever signed by a local union.

Schmitt employees, especially at the Sharon warehouse, organized for months to stop the deal. Their warehouse, along with the Akron facility, will close this year as the new facility expands operations. They filed NLRB charges along with the affected locals (a "pre-hire" agreement is illegal), mobilized community allies to picket the stores, and even walked off the job briefly last month. They gained the support of Rep. Thomas J. Ridge of Pennsylvania, and reached out within the union for allies. Finally, McCarthy took the unusual step of ordering Local 377 to nullify the bogus contract.

### Ohio-Pennsylvania

Local 377 allied itself with the employer and claimed the sweetheart deal was OK. The fact that it would set a disastrous precedent and put 1,000 Teamsters at $5 below scale was no problem, they said. They cited unemployment in the area as the lame excuse.

The International union has the power under the IBT Constitution to intercede where a local signs a deal that undercuts other locals, but the clause is very rarely used. Had the members not rallied, they would have gone quietly to the slaughter like lambs.

The struggle is far from over. Now the contract situation is in flux. A meeting of the affected locals will be held soon, and the rank and file will have to continue to organize and insist on rank and file representation at all stages of the bargaining process.

# LOCAL CONTRACT, BYLAWS CAMPAIGNS

## Anderson-Tully's War Against Teamsters in Vicksburg, Miss.

# 'At Least a Prisoner Has Due Process'

Take the dominant company in a Mississippi town. Add equal doses of discriminatory practices against black and women employees, union-busting tactics and a management attitude that harkens back to plantation days. What that equals is a rough time for Teamster employees and more than enough cause for the union to take the strongest steps possible to take care of business.

That's the situation at Anderson-Tully, a lumber processing and manufacturing plant in Vicksburg, and that's the situation that confronts Local 1196, headquartered in Memphis, Tenn.

### Members Demand Better Representation

During the past few months, Anderson-Tully has engaged in what seems to be an all-out war against the members in Vicksburg. Union members have been suspended and discharged for merely filing grievances and OSHA complaints, which the company claims is "falsifying records." The company's intention is to scare off people from filing grievances or making any legal claims.

"Anderson-Tully has established a misconduct policy that's tougher than the policies at a corrections facility," said Alfred Daniel, who's spent 17 years at Anderson-Tully and was a key organizer for the Teamster drive at the plant. "At least a prisoner has due process. Folks around here can't talk to each other or back each other up on grievances for fear that the company will fire them.

"We count on the union for some leadership, but up to this point, the local hasn't taken an aggressive approach to the problems," Daniel continued. "We haven't had any instructions on what to do, nor has there been any concrete action to stop this policy. The stewards aren't even saying anything at the grievance hearings, and when they do it's to go along with the company. They should be getting some proper training to best defend the membership. It's up to the local to take the lead on this."

Local 1196 President Sidney Chism agreed with Daniel on the company's practices. He told *Convoy Dispatch,* "Anderson-Tully is a rough company. I've got to keep a BA down there almost full time, because whenever you turn your back, the company's up to something."

When asked about the recent discharge of four employees for making statements in support of a brother who had filed a grievance on overtime, Chism promised, "We're going to challenge the company's unjust policy on these discharges. We have an Adjustment Board hearing next month, which I sit at. It's going to be deadlocked and we're going to win in arbitration if we have to go that far."

Anderson-Tully Teamsters are skeptical, but open to any intervention by Chism. "We've had promises before," said Daniel. "When we organized into the Teamsters, we were promised elected stewards. Brother Chism said that was the only way to get real representation. It's been four years and we haven't seen a stewards' election yet.

"If the local's serious about stopping the company's abuse, a good start would be in allowing us to choose stewards who are competent and able to fight the company when necessary, not go along with everything the company does. We're pro-union workers and we'd like to believe we're strong Teamsters. If Brother Chism is ready to make a good faith effort to fight for dignity and unionism here, we're more than willing to cooperate."

### History of Civil Rights Abuses

It will take a concerted effort by all parties to put the brakes to Anderson-

*continued on page 13*

## Allentown, Pa., Local 773

# 72-Hour Waiting Period Before a Contract Vote

**Don Landis**
**Local 773, PIE**
**Allentown, Pa.**

Although a moral victory is sometimes vindication for losing a close one, the 157 Teamsters who attended Local 773's March union meeting can be proud of their efforts to exercise their right to vote.

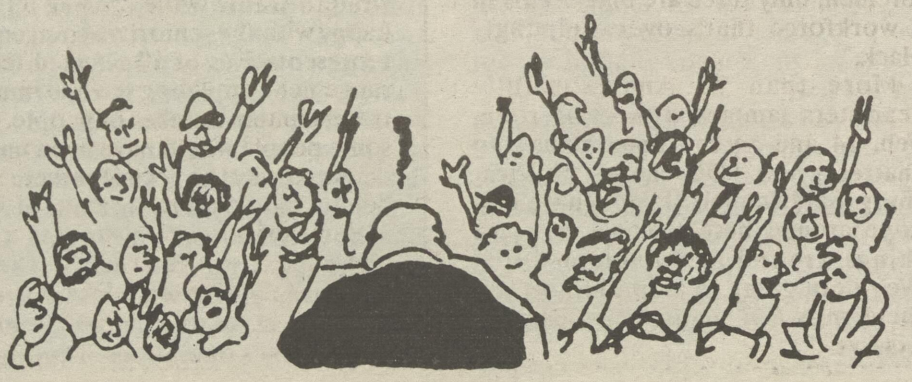
It wasn't too long ago that Lehigh Valley Teamsters were reluctant to display opposition at a union meeting. But as the power of democracy begins to take hold, they're realizing that it's a new way for a new day. Teamsters from ALPO, Pet Inc., PIE, UPS, Frantz Brothers, Preston, CF and other companies filled the room to capacity for the largest union meeting in years. They were there to vote on amendments to the local's bylaws.

Hotly debated was an amendment that would have allowed a 72-hour waiting period before ratification of a contract. The union's lawyer had prepared a letter critical of the change, stating the proposed amendment would severely hamper the BA's ability to engage in effective negotiations. TDUer Brad Yeakell presented the opposite argument. An informed membership strengthens the negotiating committee's power to obtain the best possible contract. The vote was a clear majority but just short of the two-thirds required to amend the bylaws.

Despite this setback spirits remained high. A sister from Pet Inc. summed up the mood saying, "Just wait until next year."

More successful was an amendment to require a 15-day advance notice to the membership prior to a vote on a pay raise for union officials. This change gained everyone's support, including all union officials and BAs. The amendment came about because of widespread disgust with the way a pay raise had been sneaked through at the October 1989 meeting.

Stephen A. Banus, principal officer of Local 773, felt compelled to explain: "People say we packed the hall for the October pay raise. Well, it's only natural that we would call all our friends and say, 'We need your support.'" The icing on the cake was President Abruzzi's quick use of the gavel to adjourn the meeting before the regular business session could begin. Could it be the incumbent thinks that pounding on a podium will silence the voices of democracy? The moral of the victory of March 12 is that rank and file Teamsters can unite and win. "Just wait until next year" has now become our rallying cry.



## Mississippi Local 891

# *Members Speak Out for Right to Elect Stewards*

**Joe Mathews**
**Local 891, UPS**
**Jackson, Miss.**

The members of Local 891 in Jackson, Miss., had the opportunity March 11 to amend our local bylaws for a direct election of stewards. Under our current bylaws, stewards are to be appointed by the business agent. Although we lost the vote this time, members of the local feel more confident and more knowledgeable to bring the amendment back next year.

As I walked into the union hall I was impressed by the size of the crowd. Usually our union meetings attract only 20 to 30 people. There were over 150 people in attendance at this meeting, many brought by the hall to defeat the motion for elected stewards, but also a sizable number of supporters of the amendment.

We knew immediately the argument that the hall was going to make against elected stewards. Upon arriving I was handed a sheet that was being passed out, which claimed that if stewards were elected, it would cost the hall $30,000 a year to have them bonded. The argument was simply not true. Under the IBT Constitution, Article X, Section 7, it clearly states, "All officers, BAs and others who handle funds and property of subordinate bodies shall be suitably bonded." Stewards aren't officers nor do they handle funds or property of the local union. I would suggest the officials of Local 891 check on the constitution. Either they're getting bad advice from their attorneys or they deliberately set out to deceive the membership.

There was little chance for rebuttal on this issue. After taking care of old business, the local president suggested we take the vote on the bylaw amendment by standing on one side of the room if we were for the amendment, and on the other side if we were against it. Once this happened everyone started to change their seats immediately. I asked to speak before the vote and was allowed some time, but members had already moved to their positions under the watchful eyes of BAs who were taking notice of which side people were moving to.

Even with this intimidation, more than 50 people stood on the side for democratically electing stewards. The number would have been quite higher had it not been for the method of voting.

Although we lost the battle on the bylaws, we haven't lost the war. Members in support of elected stewards stood together and have passed the word throughout the local that you can speak out at our union meetings. It was a big step forward.

# CARHAUL

## More Leaseway Follies

Low-level Anchor management is steaming over the $5 million dollar "golden parachute" that its chief operating officer, McDonough, bailed out with recently. Informed sources say other top officers have set up $1 million exit plans from this "financially troubled" company.

These same people charged Wellesley Island drivers with low production a few years ago when it turned out various managers were looting the place.

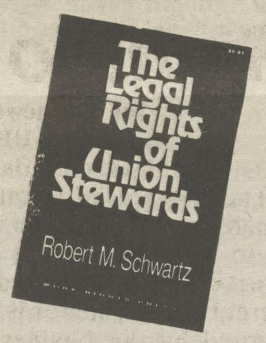
Theft takes many forms and Anchor doesn't stick to one. Since Anchor Baltimore took over the GEO traffic from Leaseway, it has been paying Lansing and Pontiac, Mich., drivers half rate on back hauls even though Anchor Baltimore specifically voted down a half-rate deal on this traffic. A grievance is forthcoming and, we hope, action from our union.

This is not the only thing funny about this traffic shift. Leaseway Motorcar was originally set up in the Anchor yard with a trailer for a dispatch and a fence down the garage so it could call it a new terminal and give the mechanics straight-time weekend pay. The Leaseway drivers for the most part followed their work from Norfolk Local 822 to Baltimore.

Now the parent company of both has transferred the work to Anchor and left its longtime Leaseway Motorcar employees out in the cold. In fact, this is a merger of two terminals, and whatever the smokescreen, the committee has the power to treat it that way and merge the seniority lists.

We also hear there is no agreement about how the Anchor drivers are to dispatch into the port to pick up this work. Will those drivers now lose their seniority protection under the "port exemption" of our seniority clause? There are many questions yet to be answered about this matter.


## The Legal Rights Of Union Stewards




*A comprehensive explanation of the rights of union stewards, officers, and business agents. Written in an easy-to-read question and answer format, topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.*

**Price:** $9.95 each (postage and handling included); $8.95 each for 5 or more.

Please send me _____ copies  Amount enclosed $_____

VISA/Mastercard # _____ Exp. date ________

Signature _____

**Send to: TDU, Box 10128, Detroit, Mich., 48210**


## Anderson-Tully Teamsters Fighting to Win Dignity, Rights

*continued from page 12*

Tully's union-busting tactics. The company has a history of civil rights abuses, unfair labor practices and an anti-union attitude.

In a Title VII suit settled in 1978, the company agreed to open up job categories to blacks and women, eliminate de facto segregated facilities within the plant, and adhere to affirmative action hiring for women and blacks in skilled trades, production, clerical and supervisory positions. Anderson-Tully also agreed to a multi-thousand dollar back-pay award to members who had been discriminated against.

Daniel claims the company hasn't lived up to the settlement. "Less than six months after the settlement agreement the company was back to their old ways. Since that time, no blacks have been hired into engineering, forestry, accounts, electrician, or lumber inspection technician (classifications). Out of roughly 13 superintendents, none is black. Of roughly 35 foremen, only three are black. This in a workforce that's overwhelmingly black."

More than 70 Anderson-Tully Teamsters jammed a meeting room Feb. 24 and agreed unanimously to charter a new TDU chapter in Vicksburg. Said Daniel, "People have new hope around here that we can turn things around at Anderson-Tully. We're not going to stop until we win the dignity and rights every Teamster deserves."

## Carhaul News

### CCI—Penny Wise, Pound Foolish in Mountains.

CCI drivers in Laurel, Mont., Local 190, used to get paid over interstate highways where possible. now, to save 19 pay miles, management has switched the route to Hamilton, Mont., onto roads called "Lost Trail" and "Chief Joseph Pass," which include five miles of 6%-8% grade. Where do they get these terminal managers who can't see past their noses?

### Busting the Scales in Baltimore.

Then there are the law and order terminal managers, like the one at **Baltimore Anchor Motor Freight** who had people loading the new 13-car equipment so full the scales were issuing fines on sight. When one driver was sent back by the state police, he was told to wait and go out again. When he came back the cops came along and told management they'd go to jail if it happened again. Now that's what is called giving guys three chances and we hope the terminal manager remembers it the next time one of his men makes a "mistake." Or do you think he'll call it dishonesty subject to immediate discharge?

### A Buck in the Hand.

**NuCar owner-operators in Detroit Local 299** are hustling to get some long-owed grievance money out of management from excessive "handling charges" that were deducted from their checks on loads out of Chicago. They're concerned they might lose the money through a NuCar bankruptcy. Too bad Local 299 didn't take the action Local 560 in New Jersey did with NuCar. When NuCar balked on paying up, the drivers backed up BA Al Vallee with the threat to strike and the money was paid. By the way, the money could also have been collected by going to court or to the NLRB. Let's hope Local 299 didn't wait too long. Such problems may explain why some drivers take their sick days for the year as soon as possible.

We know owner-operators everywhere will be shocked to learn that the recent increase by **Newark NuCar** in their ancillary charge exactly matches the rate increase they got on their Toyota traffic.

### Nervous in Nashville.

A long-standing grievance by **Nashville D&M** drivers against management's illegal continuation of a two-tier pay scale forced on the terminal was deadlocked and is going to arbitration. That's the good news. The nervous news is that Bruce Jackson of NuCar and Jerry Cook, chairman of Southern Conference carhaul, will pick the arbitrator. If Cook does it right, it will be a first.

### Strike Notice in Chicago.

**Local 710 Col-Trans/Dixie** drivers are pleased that new BA Gene Wade has gotten serious in local rider negotiations, giving management a strike notice.

### Carhaul Organizing.

**Leaseway's Strategic Transport's** deal with the desperate, faction-ridden and declining Marine Employee's Benefit Association, AFL-CIO, is the latest in a new trend. We're glad to report both York, Pa., Local 430 and Wilmington, Del., Local 326 are aggressively organizing. When you talk to Strategic drivers on the road, tell them we've got a good deal that's going to get even better.

### Communication—the Best Road to Unity.

Allied Systems created great confusion by its yearlong concealment that it had merged its Motor and Auto Convoy divisions, by its decision to scrap the companywide rider at Auto Convoy, and by its loss of some southwestern traffic while picking up lots of terminals from NuCar. Nobody is happy with the seniority arrangement. One solution would have been to call representatives of all affected terminals to sit down and thrash out an arrangement providing the maximum protection of seniority and stability for the maximum number of people. It would have required hard decisions and some people would have been unhappy. But at least people would have understood why the decisions were made. This is preferable to decisions made behind closed doors by a few officials.

Some drivers have proposed a reasonable alternative to the present plan and hope it will get a fair hearing. Whatever the outcome, when the dust settles, Allied Systems drivers will have to overcome any division over these changes, or that division will lead to more damage in the future.

# Should We Dump the Grievance Panels?

Most rank and file Teamsters would agree that the grievance panels as they exist are flawed. Some call them "kangaroo courts," others simply shake their heads when discussing the system of "justice" that is used to decide grievances at the state and area panels. Why doesn't this system work, and how can we change it so rank and file Teamsters get a fair shake?

## History of Joint Panels

The joint panel system of grievance settlement was established in the Midwest with the first areawide Teamster contract in 1938. This agreement, between the North Central Area Committee and the American Trucking Associations, was the model for the future National Master Freight Agreement. One of its unique elements was a grievance procedure that preserved the union's right to strike in the case of a deadlocked grievance.

Most contracts forfeit that right in favor of arbitration as a final step, with the right to strike only coming into play after a contract expires. Farrell Dobbs, the architect of the area agreement, felt arbitrators could not be trusted to be impartial and would side with the employers in most cases.

Jimmy Hoffa supported the panel procedure and extended it to other areas. Hoffa's approach was different. Dobbs saw the grievance bodies developing precedents that would affect future grievance rulings. Hoffa was against this method. He believed each grievance should be a test of strength between the union and the employer, with neither being bound by past decisions. However, since 1949, informal ground rules have evolved and in some cases a "Black Book" of grievance interpretations has been published. The Black Book is compiled by article and section of the contract and briefly outlines interpretation; however, these books are prepared by management!

Hoffa didn't have to use the strike often. In most cases, the threat of a strike coupled with "horse trading" compelled the employers to back down. Hoffa was able to organize the Carolinas and Virginia by pressuring large carriers through the Central States grievance panels. By 1958, Southern and Midwestern wages and conditions were nearly equalized. Hoffa extended the panel system to the West in 1962; the first national contract in 1964 extended the system to the entire union.

The panel system also was put in place for carhaulers, tank haulers, UPS workers and in many other Teamster agreements.

## Pros & Cons of Panels

The right to strike as a final step is the main benefit of the panel system. At one time it was (and still could be) a powerful union threat to enforce fair treatment. But presently the panels do not lead to union strength; they have largely degenerated into "let's make a deal" and alienated members from our union. A more practical benefit of the panel system is that it's less expensive than arbitration, which is very important to smaller locals.

There are, however, many disadvantages to the panel system. The main one is that grievances are not decided on their own merits—a clear contract or seniority violation may have occurred, but unless the right cards are dealt and the union committee people are on your side, you lose. Why does this happen?

Your grievance may be horse-traded early on, perhaps even before the hearing gets underway. Perhaps the union panel has another grievance that it really needs to win, or it has gotten the word from "on high" that a particular grievance must be won, so it trades yours off and votes against it in favor of somebody else's.

Grievances, especially over firings and suspensions, are used as political tools to try to silence union dissidents, activists, challengers for office, and even entire local unions. The union panel and chairman are appointed by upper-echelon bureaucrats who use these appointments to silence opposition and protect their positions.

An example of this is *Roberson vs. Allied Delivery Systems*, a case in which a driver in Ohio was a shop steward and a political opponent of both the local president and state Teamster officials. Roberson was fired for refusing to cross a picket line, which was his right under past practice and the contract. At the joint state committee hearing, the late William Presser, an International VP at the time and president of the Ohio Conference, said the grievance was "the worst piece of sh-- I've ever heard." He called the grievant a "troublemaker" and told him, "You're out."

Presser didn't have a right to be at the hearing, according to the committee's own rules. But he had appointed the union co-chairman, the committee allowed it to happen, and ruled against the grievant.

Other factors come into play: the cost for a grievant or witnesses to attend panel hearings, often hundreds of miles away; unprepared BAs who put the burden of defense on the grievants instead of themselves; no records available from the hearings listing why a grievance was decided a particular way, or even who voted against the grievant.

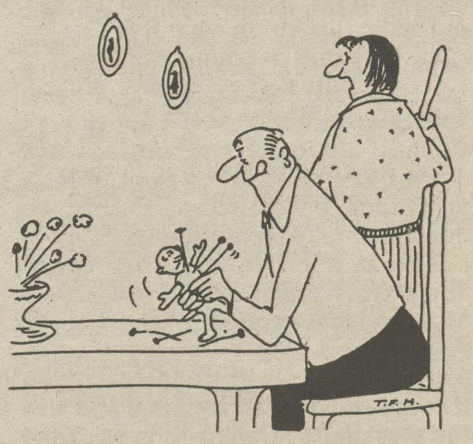
Some contracts, especially local contracts, have arbitration as a final step.

## Pros & Cons of Arbitration

A major advantage of arbitration is that a precedent is set if many grievances relating to the same contract article or work rule are decided by the arbitrator the same way each time. A precedent will be set, the grievance will be heard on it's own merits, and the chance of things completely reversing and a solid grievance losing are slimmer. Arbitrators have developed standards which require that disciplinary action against an employee meet certain criteria.

For example, the company must make an effort to investigate whether or not an employee violated a work rule before giving out discipline; the investigation must be conducted fairly and objectively, and there must be substantial evidence that a violation did occur. If these grounds do not exist before the company takes the disciplinary action, the arbitrator will rule in favor of the grievant. Another advantage to this system is that a neutral party hears the case—you don't have to be the arbitrator's friend or vote for him to get a fair hearing.

Some other advantages: you receive a written record of the hearing and an explanation of why the arbitrator ruled as he did; you have an opportunity to present all the evidence and have it considered carefully, sometimes over a period of weeks, by the arbitrator; and, a grievance is decided on its own merits, not based on somebody's political whims or because it was worth trading for something else.



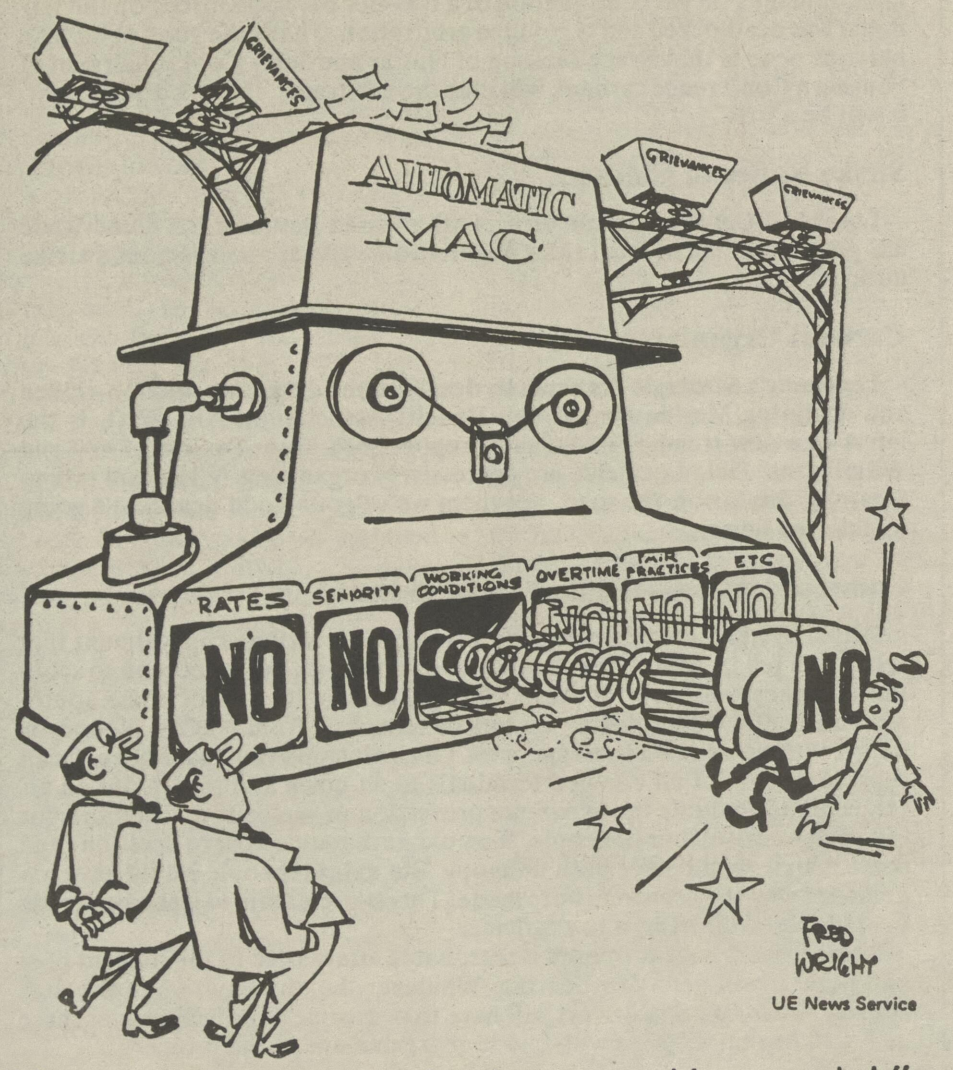
"Why don't you just file a grievance like everyone else?"

Of course, there are disadvantages to arbitration. It is very expensive and arbitrators often "split the baby," ruling partially in favor of both employer and employee. A big disadvantage is that the union has no right to strike after the arbitrator rules.

## Can Joint Panels Be Improved?

So how do we change the panel system to make it work for rank and file Teamsters instead of against us? Following are some ideas:

- Panel rulings must conform to standards of arbitration and binding precedent. This would ensure that all grievances are decided on their own merits.
- Grievants and stewards must have access to transcripts of hearings, written records explaining panel decisions and BA's reasons for withdrawing a grievance. Also, grievants must receive a list of how each member of the panel voted on decisions.
- Innocent-till-proven-guilty must be bargained into every Teamster contract. We have a right to a hearing before being fired or suspended.
- Grievant must have the right to be present at all levels of the grievance procedure.
- Chairpersons at state and area grievance panels shall be elected.
- Option of arbitration after state or area level on discipline cases.
- Instead of the right to strike only after a deadlock at the national panel, this right should be available in the event of a deadlock at the state and area levels.




" See how well our automatic grievance machinery works! "

# LETTERS FROM OUR MEMBERS

## Is TDU for Me?

We, as members of the Teamsters union, are entering an era of change that has never before been experienced in the history of our union. We have before us the opportunity to elect both the delegates to our International Convention and the International officers who will run our union for the next five years.

At a momentous time like this, when our union stands at the threshold of democracy, I am reminded of the line, "Our fathers and their fathers put their lives on the line to get us where we are today and make this union what it is today." By this, of course, we speak of the benefits that we receive, something we don't want to see given away.

Are we not now standing in their shoes? Yes we are! The torch has been passed and how it is carried by us will determine how our sons and daughters will reflect upon our possession of this torch. We must give them a union to be proud of.

How does TDU fit into this picture? TDU has consistently proven to be solely for the membership of the Teamsters union. From day one it has spent all of its energy and resources attempting to return this union to the membership, where it belongs. Against odds that at some times must have seemed overwhelming, TDU has participated in and often led the fight to put us in the union position we are in today.

We need to make informed decisions now. We cannot blindly pass through this threshold and expect that this union will clean up just because we have good intentions. We must have a group of people who are willing to gather this wealth of information and pass it on to each and every member of our rank and file. This group exists in the form of TDU, which stands ready to unify and inform every Teamster about our opportunities and responsibilities.

There are many good Teamsters out there who read *Convoy Dispatch* every month and keep themselves informed on the steps that TDU is taking to ensure their future. They've heard all the rhetoric sponsored by both the companies and union officials that TDU is out to break this union, but this rhetoric is becoming more and more hard to believe. It's becoming more apparent every day that these mudslingers have a lot to lose when this union belongs to you, the membership.

We need you in TDU. We need your input, your strength, your solidarity. We're not only asking that you become a member of TDU, we're asking you to become an active member. Do it for yourself, your brothers and sisters, but most of all, do it for the generation that will follow us. Let's leave them something to be proud of.

**Gerald T. Gieg**
**Local 327, CCI**
**Nashville, Tenn.**

## IBT Mag Should Inform Members

Brother Dominick Buscemi's comments in the March *Convoy Dispatch* regarding "straight talker" Billy McCarthy point out a long-standing abuse of power by the IBT hierarchy. The main instrument of communication in our union, the *International Teamster*, has been turned into a propaganda tool used by a select few for their own self-serving interests.

The *International Teamster* should provide the rank and file with useful, relevant information to strengthen our union. Knowledge is power. An uninformed membership will no doubt be weak and susceptible to manipulation. The monthly magazine has the ability to unite and strengthen us, or if misused, the potential to mislead us. The current IBT leadership is obviously not interested in educating the membership. Leaders who want followers to be uninformed have a tendency to become tyrants. We cannot tolerate a leadership that is either incapable or refuses to make our union more responsive to the needs of its members.

We are presented with an historic opportunity to correct the abuses of power and re-establish a union for all members. The path to justice in our union is through TDU and the Ron Carey campaign (for IBT President). The *Convoy Dispatch* is a testament to what a labor publication can and should be. With our help, Ron Carey will soon transform the *International Teamster* into the powerful voice of unionism that it can become.

**Bill Urman**
**Local 792, Coca-Cola**
**Minneapolis, Minn.**

***"You bet me a dollar, Gifford, that your suggestion would save us $100,000. You were right and here's the dollar."***

## Keep Fighting for Decent 30-and-Out

Please keep up your work on a decent retirement for members who have paid in for 30 years but are not yet in their mid 60s. I will be 53 years old when I have 30 years paid in. Why should I not be able to collect as much as a member who has 30 years but is 65 years old? Thank you for your efforts.

**Oscar Drumheller**
**Local 164, Holland Motor Express**
**Jackson, Mich.**

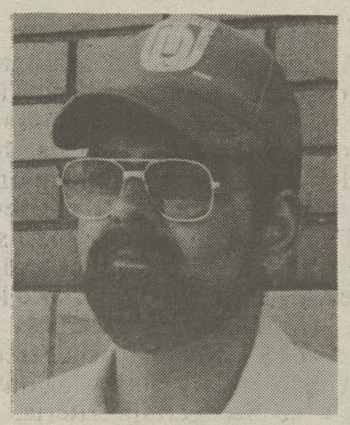
## Write International On UPS Contract

I would like to see a letter-writing campaign to Billy McCarthy and Al Barlow from Teamsters on any issue they feel strongly about during the upcoming UPS contract talks. I think both men need to be reminded who they are working for, the importance of an excellent contract this time, and that we are watching their conduct.

**Vern Kays**
**Local 639, UPS**
**Alexandria, Va.**


## TDU Hats

*Sport one of these and you're ready to go to bat for the rank and file. The union-made hats are blue with a white TDU emblem. One size fits all.*



$6.50 each; $5 each if ordering 5 or more

Send me _____ TDU hats.

Enclosed $_____

❑ check or money order

❑ Visa/Mastercard #_____

Exp. ____/____ Signature _____

Return to TDU, Box 10128, Detroit, Mich. 48210


## TDU Meets

**Atlanta**
Saturday, April 7
7:30 p.m.
College Park Fire Dept.
Sullivan Road
College Park, Ga.

**Delaware Valley TDU**
Sunday, April 22
Noon
Center City Quality Inn
501 N. 22nd St., Philadelphia
Subject: Ron Carey campaign
For info call John Braxton
(215) 724-1571

**Denver**
Saturday, March 24
6 p.m.
Western Motor Inn
Vasquez Blvd. at I-70
Denver

**Eastern Pennsylvania**
Monday nights
6 p.m.
Amber Club
Rte. 611
Swiftwater, Pa.

**LeHigh Valley**
Sunday, May 6
11 a.m.
UAW Local 677 hall
2101 Mack Blvd.
Allentown, Pa.

**Memphis**
Tuesday, April 3
7 p.m.
Shoneys
Elvis Presley Ave. and Winchester
Memphis, Tenn.

**San Francisco**
Saturday, April 14
10 a.m. - Noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.
San Francisco

**SPECIAL MEETINGS:**

**Chicago**
**CDL Workshop**
Saturday, April 21
Time and place TBA
For more information call TDU
(313) 842-2600

**LeHigh Valley**
**Workers Comp Seminar**
Saturday, April 21
10:30 a.m. to 12:30 p.m.
UAW Local 677 hall
2101 Mack Blvd.
Allentown, Pa.

**St. Louis**
**Delegate Strategy Meeting**
Sunday, April 22
1 p.m.
Finninger's Rose Room
8338 N. Broadway, St. Louis
(618) 656-7428

# Why should I attend union meetings?

## Nothing ever happens there.

### Oh, Yeah?

Just last month, members of Local 667 in Memphis, Tenn., organized to place a motion on the floor in support of better pensions and to put the local on record insisting that all benefits of the Central States Pension Fund be raised to their maximum allowable amounts, based upon the recent actuarial study by Poulin Associates, Inc. The motion passed by a wide margin because members cared enough to attend their local meeting.

## OK, that was in Memphis. But people won't stick together here.

### Members Are Learning to Stick Together Unionwide.

It's not just happening in Memphis. In Allentown, Pa., members amended their bylaws to provide for an early notice on votes for officers' salary increases. They just missed changing their bylaws by 10 votes on an amendment to provide for a 72-hour waiting period after a contract is read before a vote may be taken. Ten more people would have passed this bylaw change.

In New Jersey, members of Local 560 voted to give the union strike sanction because Con-Way Eastern Express (CEX) had not been paying the full contribution to the Local 560 H&W fund. CEX paid.

## You might have a point there. But what can I do? I'm not really a public speaker.

### You Can Show Your Support.

In Detroit Local 299, a motion was passed at the carhaul meeting for stewards to take barn collections for the striking United Mine Workers and their families at Pittston Coal. Because members attended and voted for the motion, hundreds of dollars were collected in a show of solidarity.

## Maybe I should check out a few meetings. But I hear that people are always ruled out of order.

### You Have Rights at Union Meetings.

It's a new day in our union. You have rights, and TDU can help you enforce them.

The IBT Constitution and federal law guarantee your right to free speech at union meetings. We must exercise this right to make the most of our newly won rights to elect delegates to the IBT Convention and to elect our International officers in 1991.

Along with bringing the rank and file back into control comes the responsibility of being active, educated and strong Teamsters. Change begins at the local union level, and that's where you should be. Don't pass up your right to be an active member. Get involved and be part of the solution as we make history in our union!

## JOIN TDU

**TDU MEMBERSHIP APPLICATION**

Name_____ Local Union #_____
(please print)

Address _____

City_____ State or Province_____ Zip_____

Phone ( ) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other_____

Optional: Spouse's name_____

____$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

____$75 three year membership fee. ($10 of this shall be rebated to the local chapter.)

____$15 for spouses; retirees; & Teamsters who gross less than $12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: #_____ Exp. date____/____

Date_____ Signature _____

*Return to:* TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

# ATTEND YOUR LOCAL UNION MEETINGS